

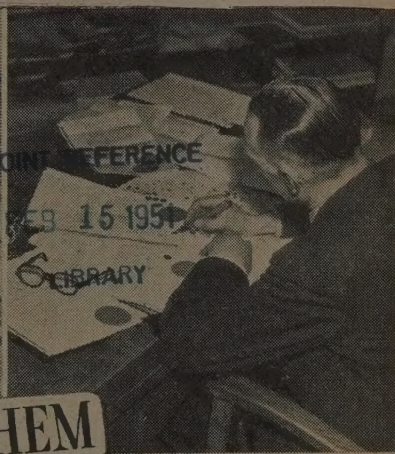
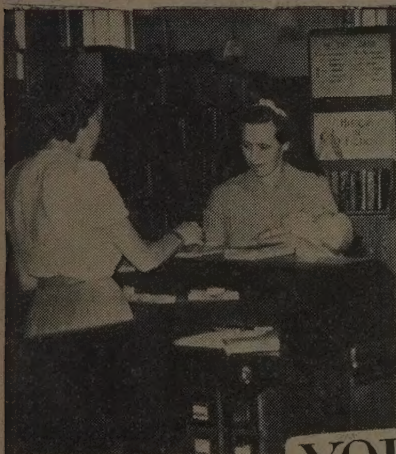
Local Govt. Service

LGS

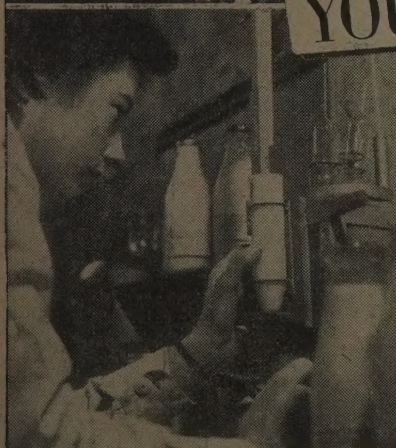
FEBRUARY 1951

Threepence

Journal of the National Association
of Local Government Officers



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Salaries claim presented

THE CLAIM FOR an increase of 20 per cent in the salaries of all local government officers earning up to £1,000 a year is now before the National Joint Council for the service. The employers have agreed to consider it as quickly as possible, and as soon as they are ready, to call a special meeting of the full Council to begin—and, we may hope, to conclude—detailed negotiations.

Nobody on the staff side expected, of course, that a claim of such importance and magnitude could be settled at the meeting at which it was first submitted, and members will recognise that the employers have every right to claim time to examine the position from their point of view. Nevertheless, neither NALGO nor the staff side is prepared to contemplate protracted negotiations: nor, we believe, do the employers themselves wish for that. They have had ample warning of the claim, since notice of it was first given seven months ago, and the amount and the case in support of it were submitted to the country on October 31. Since then the case has been explained, fully and forcefully, both nationally and locally, and insofar as the Press can be regarded as expressing public opinion, has found powerful support and met with little serious criticism. Moreover, the employers must be well aware, from the evidence of their personal budgets, of the impact of the rising cost of living on the individual, and from the experience of their own local authorities, of the damaging effect of current salary levels upon recruitment to, and upon the efficiency, present and future, of the essential public services for which they are responsible to the citizens. The case for an immediate and substantial improvement in salary levels throughout the service is unassailable, and it is to be hoped that this will be generally recognised.

That it is so recognised by the Government and by the various negotiating bodies and arbitration tribunals, has recently been fully demonstrated. The Burnham Committee has agreed, and the Minister of Education provision-

ally approved, increases in the salaries of teachers. The Civil Service Arbitration Tribunal has awarded increases to the Clerical Class and to legal staff, shorthand typists, and other sections of the civil service—increases which bring their salary rates well above those current in local government. Other increases have been awarded recently to several important groups of manual workers and to platform staff in road transport—while, if we were to list every wage increase agreed since the local government scales were fixed in 1946, it would be found that they covered most of the workers in the country.

There is, therefore, ample precedent for the increase now claimed by NALGO. The Association, indeed, has observed a patience and restraint almost without parallel in the trade union field, and we are confident that the employers will not fail to recognise that fact.

Since the National Joint Council meets in private we cannot, unfortunately, report the discussion which took place. All we can publish is the text of the document prepared by NALGO and submitted by the staff side. That, of course, represents no more than the brief "pleadings" outlining the claim and the case upon which it was based. We can say, however, that the Chairman of the Staff Side, in a lengthy oral statement, supplemented these pleadings with a mass of detailed facts and figures which can have left no doubt of the strength of the case.

"Charter as a Minimum"

Immediately after this statement had been made, the employers raised and strongly pressed another issue. This was the decision of last year's Conference that the Charter should be regarded, not as a standard applying to all local authorities, but as a minimum upon which local improvements might be negotiated. They reminded the staff side that, when the Charter was agreed, it was clearly understood that its recommendations were to be regarded as standards, applying equally to all local authorities, and not as minima, and they made it clear that they were not prepared to consider the salaries claim unless the staff side would give an assurance that it would adhere to this understanding.

The staff side told the employers that it accepted the position that the understanding remained effective until it had been altered by agreement of both sides, and was therefore willing to give the assurance asked for. It was thereupon decided to send a joint statement to this effect to all local authorities and to the trade unions represented on the staff side.

This was the only obstacle raised to immediate negotiation of the salaries claim, and its removal left the way clear for speedy action. In view of the assurance given, branches

have been asked, in the interests of all, to do nothing which would conflict with it and, thereby, prejudice negotiations on the major issue.

For the same reason the Salaries Campaign sub-committee of the N.E.C., has decided to suspend immediately all publicity in support of the claim. This decision does not, of course, apply to Scotland, whose claim still awaits consideration by the Joint Industrial Council, nor does it affect normal public relations activities designed to explain the work of the local government officer or the services of local authorities.

It would be inadvisable to say more about the claim at this stage. Whilst appreciating and sympathising with the desire of members for a speedy and favourable decision, we can only urge them to display for a little longer that quality of patience which they have demonstrated so magnificently during the past difficult years, and assure them that both the staff side and the National Executive Council are determined to carry the claim to a successful conclusion.

Text of claim

The text of the formal claim submitted to the employers was as follows:

The staff side on July 12th last gave notice of an intention to apply at an early date for increased salary scales. They now submit that because of the higher cost of living, an increase of at least 20 per cent on the standards that have operated from April 1st, 1946, is necessary in order to maintain the standards then established and the efficiency of the service.

In an introduction to the Scheme of Conditions of Service, which was signed by Sir Horace Wilson, Independent Chairman; Colonel S. P. Dawson, Employers' Chairman; and Mr. E. L. Riley, Staffs' Chairman, it was stated that:

"The . . . arrangements are designed . . . to raise the standard of the service. The Scheme then sets out national salary scales. These have been fixed after considering existing scales in comparison with rates of remuneration in comparable occupations and after reviewing changes in remuneration generally. This is in accordance with the Fair Wages principle. Local government should not take the lead in determining salary standards, but should be in the 'first flight of good employers' . . . The Scheme of Conditions of Service offers a reasonable career and should serve to enhance the position of the local government service and so to ensure an adequate flow of young entrants of the type required."

The staff side contend that the existing scales are not in accordance with the Fair Wages principle; and that local government is not now in the "first flight of good employers." If they were, the corollary "an adequate flow of young entrants of the type required" would be ensured. The facts are quite otherwise. There is no adequate flow of young entrants, and many of those who come in are not "of the type required." Indeed, there is evidence that a number of local authorities are recruiting older persons for employment in the General Division (at or near the maxima of the scales) because young entrants prefer employment which offers higher salaries and better prospects.

The scales were negotiated during 1945 by a Sub-Committee appointed on April 12th, 1945, and the recommendations of the Sub-Committee were approved by the National Joint Council on January 30th, 1946. The average cost-of-living index figure in 1945, on the basis then obtaining, was 103; in January 1946 it was 103. It is generally agreed that 20s. in 1945 is worth only 16s. now—a reduction of 20 per cent, so that an increase of 25 per cent on 16s. is needed to bring it up to 20s. In the

debate on the address in the House of Commons on November 2nd, 1950, the Leader of the Opposition asked "Is it a fact, for instance, that the pound sterling we have now is worth 16s., whereas it was worth 20s. in 1945?" and the Chancellor of the Exchequer replied "I have already given the figures for the rise in the retail prices of this country, which one estimates roughly . . . at 20 per cent and therefore it is true that 16s. is the right figure." The Chancellor of the Exchequer went on to say "But I must repeat what I said earlier, that there has been certainly as large a rise in incomes since then—in wages and other incomes. The increase in the national income, I think I am right in saying, is about £1,600 million between 1945 and 1949."

The Chancellor's statement that "there has been certainly as large a rise in incomes" is not true of the local government officer.

The staff side submit that they have an unassailable case in equity for the increase now asked for. If it was not conceded on this ground there is another which is of paramount importance to the future efficiency of the local government service, that existing standards are not attracting the right type of entrant and, in some places, junior entrants at all; that there is a tendency for trained and experienced officers to leave the service; and that the present position is bad for the service as there is a widespread and unhealthy restlessness among the staff.

"Serious position developing"

Organisations represented on the staff side have made elaborate enquiries of their members about the present conditions in the service and the replies received show beyond any doubt that a most serious position is developing. As far back as 1934 the Hadow Departmental Committee on the qualifications, recruitment, training and promotion of local government officers stressed the need of a well-qualified service. "More than ever before," stated the Report, "local authorities require to have at their disposal officers on whom they can fully rely, both for advice on the many critical questions that come before them, and for the execution of their decisions when taken." In 1946 the National Joint Council affirmed the need to obtain "the best qualified and most efficient service" and to that end laid down that recruitment should be from "the widest possible field" and that "With a view to meeting the demands made by the increasing importance and the growth of the local government service, it is essential that in addition to the qualification required at entry, officers should continue their studies after entry into the service." Today, because of the salaries offered, local authorities are failing to recruit juniors of the required standard . . . and many are unable to recruit qualified officers for higher posts in which qualifications are essential . . . If these conditions are allowed to continue, the efficiency of the service is bound to suffer, and an inefficient service spells an uneconomical service.

The staff side appreciated the need for the policy of wage restraint laid down in CMD.7321 (Statement on Personal Incomes, Costs and Prices). They acted upon that policy and desired it to succeed. But other employees have not done so and substantial rises in pay have matched the increased cost of living meanwhile. . .

There is, today, it is submitted, need for the conceding of this application in fairness to staffs whose standards have markedly deteriorated and in the vital interest of the service whose future efficiency is gravely threatened.

They depend on you

*"To get the whole world out of bed
And washed, and dressed, and warmed, and fed;
To work and back to bed again;
Believe me, Saul, costs worlds of pain."*

John Masfield.

NALGO'S WARNING to the nation that only an early and substantial increase in officers' salaries can save the local government service from serious damage and possible breakdown was powerfully reinforced by four of the Association's leaders last month.

They were speaking at the opening of a new photographic exhibition designed to show, under the title "You Depend on Them," the diversity and importance of the work of the local government officer. This exhibition—the first of its kind ever made—had been designed and prepared by two members—ALAN EDEN GREEN, public relations officer to Lambeth borough council and LESLIE GARWOOD, his assistant.

It was opened at Headquarters on January 9 by the Association's President, E. L. RILEY, who, though not fully recovered from a bout of "northern influenza," had journeyed from Liverpool to perform the ceremony and to introduce the first speaker.

This was to have been LEWIS BEVAN, the senior vice-president, but, since he, too, was ill, his address on the place of the local government officer in the life of the community was read by E. A. S. YOUNG, last year's president and leader of the staff side on the local government National Joint Council.

"Backroom boys of civilisation"

Local government officers, Mr. Bevan had written, were the "backroom boys of civilisation," upon whom the citizen depended from birth to death, through flood, fire, and epidemic, in peace and in war.

In the past 50 years, the old evils of bribery, corruption, nepotism, and jobbery had been stamped out and local government officers—largely through their own efforts—had built up a sense of vocation, a standard of professional competence, and a tradition of public service which, foreign observers declared, was higher than that of any other body of local public servants in the world.

That tradition of service was one of the corner-stones of our democratic system. But a government could be only as good as its administrative machinery. It could pass all kinds of Acts of Parliament, full of excellent social schemes—it had passed 160 since 1939—but those Acts were useless bits of paper unless and until they were put into force—and, in the main, it was the local government officer who put them into force.

"Today," he declared, "Parliament is faced with the necessity of introducing new measures to give effect to Britain's share in the defence of Western civilisation. Such measures are essential—but they can be of little use unless they are actively and effectively administered.

"If the nation believes that local government can play the same part in a future war as it did in the last, it may get a shock.

"I want to give a serious warning to the Government, the local authorities, and the country. The local government service today is in grave and rapidly worsening plight. Every year, thousands of trained and experienced officers are leaving it for higher-paid jobs outside. Already, the school dental service has virtually broken down. The same thing is threatened in other sections—and it is becoming increasingly difficult to replace the men who have gone.

"The results may not be immediately evident. For there remains a sufficient, though hard-pressed core of experienced officers. But that core is steadily shrinking and, if the position is not remedied, we may find, just when we need it most, that the local government service is no longer equal to the work it has to do.

"We in the local government service," he concluded, "are as keen as ever to play our part in the further development and expansion of local government and in the Government's defence programme. But if our service is to be fully efficient, it must be made more attractive to the junior entrant, and must offer a reasonable career to the man of ability.

"In our view, that can be done only by bringing it back to the position the employers themselves thought right in 1946—namely by increasing salaries by 20 per cent. That is the minimum required to assure an efficient service."

Peril of lowered standards

The dangers of a lowering of recruitment standards were further emphasised the next day by NORMAN BINGHAM, chairman of the N.E.C. public relations committee and a member of the Local Government Examinations Board, in an address on the qualities and qualifications of the local government officer.

The local government service, he pointed out, had steadily improved its standards of recruitment, qualification, and ability, to meet the ever-increasing complexity of modern society, and the ever-widening demands made by society on local authorities. But today, they were in danger of throwing away a century's progress.

As long ago as 1934, the "Hadow" Committee, after emphasising the far-reaching responsibilities of local authorities, and the dependence of the community on their efficiency, had demonstrated their need of "officers on whom they can fully rely, both for advice on the many critical questions that come before them, and for execution of their decisions when taken."

To meet this need, the committee urged that school certificate should be a minimum qualification for junior entrants and that local authorities should recruit a much higher proportion of graduates.

"Those recommendations," said Mr. Bingham, "were made 17 years ago. They were reaffirmed by the National



"The citizen is getting his local government at cut prices," declares L. G. Sirett, delivering G. R. Ashton's paper on the financial problem.

Joint Council in 1945. Yet, notwithstanding the fine words and high ideals expressed in the Charter, and the enormous increase in the extent and complexity of local government work, local authorities have failed lamentably to achieve those very moderate standards."

The "Survey of the Local Government Service," published by the National Joint Council last year, showed that, in the five years up to 1948, only 188 graduates were recruited direct from universities—an average of fewer than 38 a year, spread over the whole vast field of local government, with its staff of 150,000.

But however desirable a leavening of graduates, the main recruitment to the service must be from the secondary schools, and the future standard of the service depended absolutely on the quality of those entrants. Here the position was even more deplorable.

"Sliding backwards and downwards"

"The National Joint Council survey shows," said Mr. Bingham, "that out of 937 local authorities which sent information, 347 have no prescribed standard of recruitment, and only 312 keep to school certificate standard. Most significant, no fewer than 204 local authorities have relaxed the school certificate standard they formerly held to."

"Thus, 17 years after the recommendation of the Hadow Committee that they should make school certificate a minimum, nearly 40 per cent have no standard and more than 20 per cent have abandoned that standard. Local government is talking fine words about raising the quality of its officers, but in practice it is sliding backwards and downwards."

"What has happened is simply that university graduates and able youngsters from the secondary schools will not apply for jobs at the low salaries and poor prospects now offered in local government."

"The effect of poor recruitment is continuous and cumulative. One of the objects of insisting upon a good basic education was to ensure that the recruit would be capable of continuing to study within the service, to qualify in one special branch or another. But many of the

present-day recruits, without even school certificate, lack the educational groundwork to attain those qualifications.

"If this state of affairs continues, it is bound, in the long run, to cost local authorities—the ratepayers and the country as a whole—millions of pounds. Any deterioration in the service of local authorities will affect not only every home, but all industry, and the wellbeing of Britain as a whole."

"Britain's best bargain"

In the third address, G. R. ASHTON, clerk and chief financial officer to Keynsham U.D.C. and vice-chairman of the N.E.C. service conditions committee, demonstrated the false economy of cheeseparing on salaries. Mr. Ashton also was unable to deliver the address in person, and it was read for him by L. G. SIRETT, also a member of the N.E.C.

Between 1913-14 and 1947-48, he said, the cost of running local government in England and Wales had increased from £148 millions to £960 millions. That great increase reflected, to a large extent, the increase in the responsibilities of the local government officer. Of the total of £960 millions needed in 1947-48, less than one-third—£283 millions—came from rates. That was a substantial sum—yet it worked out at only £6 10s. per head of the population a year, equivalent to 2s. 6d. a week. In other words, the ratepayer bought the major amenities of civilisation for less than the cost of a packet of the cheapest cigarettes.

Whereas prices generally had increased since 1939 by 85 per cent, Mr. Ashton continued, rates had increased by only 36 per cent. In the same period, the earnings of large groups of workers had gone up by over 130 per cent and the total of all private incomes by 116 per cent. In relation to incomes, in fact, the cost of local government had actually fallen since 1939 from 3·6 to 2·5 per cent of total personal incomes.

"These figures show," Mr. Ashton declared, "that the citizen is not only getting a good bargain for what he pays in rates—he is getting it at cut prices. Local government, indeed, is the best bargain in Britain today."

Could we afford further improvements in the quality of local government services? He believed that we could—and without imposing any undue burden on the ratepayer. Reforms of the structure of local government and of the rating system might spread its cost more fairly and place the major weight on the shoulders of those best fitted to carry it. Industries which benefited from full employment and the Welfare State might contribute more than some did to the services from which those benefits mainly derived.

There was scope, too, for administrative economies. For local government was not only providing its services at cut-price rates: it was paying cut-price wages to the staffs who planned and ran those services. Of the £960,000,000 which it was costing the nation each year, only about £60,000,000—one sixteenth part of the total—went in salaries to local government officers.

"To run its manifold, complex, highly specialised, and essential services," Mr. Ashton concluded, "local government needs the ablest administrators, architects, engineers, doctors, scientists, the country can provide. Only through the adequate remuneration of its staffs can it be maintained with the efficiency and economy that the needs of the nation demand.

"'Export or die' is our slogan today," he continued. "But an efficient local government is the foundation of every other national activity. Unless it is there, to educate, to safeguard health, to combat disease, to build the homes and cities in which our people live, the nation's work must suffer. And the recruitment of skilled and able staffs, at adequate salaries, is the surest way of providing the best services at the lowest possible cost."

Warning to London

In the final talk, R. B. WEBB, leader of the staff side of the London district council, dealt specifically with the problems of London, underlining the warning given earlier by Mr. Bevan. In London, he said, the vital municipal services affecting the life and health of four million people, one-eleventh of the population of England and Wales, were in the hands of 8,000 local government officers, excluding the staff of the London County Council.

"What is worrying those officers now—and what is worrying the Metropolitan Borough Councils," Mr. Webb declared, "is the fact that present conditions, unless arrested, must lead to a breakdown of these everyday services. In the eighteen months up to July last, more than 1,100 officers—nearly 14 per cent of the total—left their jobs in the Metropolitan Boroughs for better-paid work elsewhere. That drift continues—and what makes it really



E. Minors, Secretary of the Association of Local Government Engineers and Surveyors, discusses the exhibition with designers Alan Eden-Green and L. Garwood.

serious is that the men who are going cannot be replaced.

"As a result, every borough council in London is today suffering the biggest headache in its history in trying to maintain a staff even to keep its existing services running, let alone to develop new ones—and Civil Defence again looms largely on the horizon.

"It is time that someone shouted from the house-tops that the position of local government in London is precarious. The staffs who remain in the service—an ever-decreasing number—cannot go on for ever bearing the intolerable burden now being thrust upon them.

"If something is not done quickly, the people of London must face the possibility of a serious slowing-up of housing schemes, of dustbins being unemptied, of contaminated food reaching the housewife unexamined, of drains and sewers being unattended, of rats and mice having, not 'field days,' but 'field months,' and of the curtailment of those other municipal services which make life worth living. This will not be because of any unwillingness on the part of any local government officer to do his job, but because there will just not be the man-power to carry out the work.

"There must be a substantial increase in salaries—there is no other answer. A 5 per cent or 10 per cent increase can make no impression whatever on the problem. The employers must be made to understand that the good conduct of local government in London is at the cross-roads, and that if the remedy is not applied—and applied quickly—local government in London will be plunged into utter chaos."

All four addresses were widely reported in national and local newspapers during the week, and summaries were broadcast in several B.B.C. news bulletins.



Visitors found much to interest them in the exhibition, which shows how commerce, industry and the community depend on the local government officer.



E. L. Riley, E. A. S. Young, and W. C. Anderson, exchange views with T. D. Bradford, N.E.C., S. C. Mullett, Bethnal Green, and T. J. Hutton, St. Marylebone.

Missionaries of health



Dr. Leff's talks to school pupils are "almost as good as games" and just as necessary to their welfare.

PUBLIC HEALTH depends more upon an educated people with a health conscience than upon legislation, and health officers depend for the success of their efforts upon the co-operation of all citizens. This is the view of DR. S. LEFF, Willesden's medical officer of health and medical officer for Middlesex County Council health area No. 6, to which he has given tangible expression in an excellent scheme for health education in his area.

During the past year Dr. Leff has arranged 557 lectures, informal talks, film shows, and social gatherings. How has he accomplished this, despite the undeniable reluctance of the majority of people to attend functions known to be educational? He has made use of every point of contact with the public he wishes to reach.

Schools, of course, are an ideal medium, and last year Dr. Leff and his team of doctors, dentists, and health visitors, together with the chief sanitary inspector and the deputy borough engineer and surveyor, have given 259 film talks in 17 Willesden schools. Classes are often combined, and the lecturers meet from 30 to 120 pupils on each occasion. The children are keen, their interest stimulated by seeing and hearing "the man on the job," and their questions, though not always strictly relevant, are eager

An enterprising scheme for spreading health consciousness among the citizens of Willesden is here told

by W. V. STARK

and intelligent. After a film and talk on diphtheria at Willesden grammar school, the doctor's explanation of injections and inoculations brought the question: "Is it right that some people are kept alive by other people's blood?" The answer given, other questions followed, and when the session closed the doctor was surrounded by pupils whose questions had been crowded out.

Talks to older children, especially those in the school-leaving classes, are supplemented by visits to the local health establishments. During 1950, there were five visits to hospitals, five to clinics, and seven to day nurseries from 15 to 20 girls attending on each occasion. The hospital staffs were as keen to show their work and duties as were the girls to see them. The matron took them round the wards, kitchens, physio-therapy departments, X-ray rooms, and dispensary, and, in an informal talk at tea, described the life of a nurse, and some of the medical advancements which have eased the problems of nursing during recent years.

Through the schools it has also been possible to reach parents, and Dr. Leff has twice shown films and lectured to parents' associations. Other adult organisations in the district have asked to be included in the scheme, and last



School-leavers watch intently as the intricacies of a nasal feed are demonstrated by the Sister Tutor.



While baby waits for the "weigh-in," mother listens to a doctor advising early vaccination against smallpox.

year 64 talks were given to meetings of the British Legion, trade unions, social clubs, and other community associations.

Another point of contact is the day nurseries, of which there are ten in the area, each catering for more than 50 children. Last year 16 film shows, 47 talks, and 27 social meetings were held in the nurseries, and more are planned. They take place in the evening, to coincide with the time the parents call to collect their children, and the children's timetable is extended for an hour to allow for this. Whilst the parents are hearing about the health service, and perhaps cross-examining the M.O. or borough engineer, the children are entertained to an ice-cream and cake tea. After one of these talks, by G. J. B. FURNESS, chairman of the Middlesex C.C. local area health committee, on the cost of running the nurseries, the parents were given the opportunity to question not only him, but also the medical officer, and the chief sanitary inspector. Questions came quickly: What was the reason for the rules made from time to time? Why did children have to leave the nursery at five years of age? Why were there no play centres for the children in the school holidays? All these were answered with facts, and the mothers, being reasonable people, stopped grumbling.

Those parents had also heard talks by the housing manager, the chief sanitary inspector, the public relations officer, the fire station officer, and the editor of the local newspaper, and had learned enough of their local community and how it works to want to know more.

Under the general title "Mothercraft," Dr. Leff has arranged 110 talks in the three clinics in the borough, 73 by doctors, and 57 by health visitors. Each talk lasts for about fifteen minutes, and is usually given when the mothers are preparing their children for weighing or are waiting to see another doctor. The lectures are planned for a whole year, and although child welfare is the main theme, the use of the social services and aids to general health are regularly explained.

In this area, wherever the public meet the health department there is a feeling of good relations, sponsored by a



As the baby gains weight, the mother gains knowledge of those things so vital to her child's future health.

methodical approach to the subject. Good will is spreading and attendances at the talks, always informal, are increasing. To make sure that up-to-date information is always known to the staff, there are monthly meetings of all medical, health, and sanitary staffs. Latest health education films are shown, new treatments and theories are explained, and clinical and administrative subjects discussed. The medical and nursing staff visit the central hospital twice a month for refresher demonstrations.

The programme for 1951 has already been completed to July, and has been improved: the schools' courses have been extended, and additional lecturers—including specialists from cosmetic manufacturers and domestic colleges—are available for the evening talks with parents. The arrangements for the scheme are made by ALFRED MESSER, the doctor's administrative assistant, whose tact and good perception of continuity have contributed to its success.

With such a comprehensive annual programme, the public need have no doubts about the versatility and availability of their health services.



The mothers want to know more, the children are content to eat more—so everyone's happy.

An answer to apathy?

by D. TRELAWNEY

COMPLAINTS are continually heard about the apathy of NALGO members towards the affairs of the Association. They are blamed and attacked for their apathy. They are subjected to stern lectures on the wickedness of apathy by righteous branch officials. But is this not the wrong approach to the problem? An attitude of superiority and contempt by branch executive committees towards their members is more likely to increase apathy than diminish it.

The function of leadership—locally the task of the branch executive committee and nationally that of the National Executive Council—is to stimulate activity and interest among the members. Branch E.C. members have, by reason of their position, a greater knowledge and experience of and keener interest in NALGO affairs, but they should not thereby cut themselves off from the “ordinary” member. Rather should they seek to spread their knowledge.

The key to stimulating interest in the ordinary member lies in the Association’s adopting and carrying out policies—both nationally and locally—that can inspire and enthuse the members. A vigorous fighting policy for the defence and protection of members will stir their imagination and stimulate their interest. A dull pedestrian policy, with routine reports of sub-committees, and no distinction between important and unimportant matters, will arouse no enthusiasm. A vigorous policy on all issues affecting members will draw out their potentialities. A cause worth fighting for, and a burning faith and conviction in that cause, will bring out the best in them.

We are a union, and that word embodies a wonderful idea. Within our ranks are men and women doing more than 100 different kinds of job. Their ages range from 16 to 65; their salaries vary from £108 to thousands a year. Many have spent their whole working lives in the service; others have come to it from “outside” or spent some years in the armed forces. What a rich diversity of experience and environment! The purpose of NALGO is to unite these members of varying outlook; to show that, through joint action, their service conditions can be maintained and advanced in a way not possible through individual action.

Keep the member informed

But the leadership must not only *have* a fighting policy, it must “get it across” to the members. This is where branch E.C.s should play an important part. They should use every possible means to keep members informed of the Association’s policies, and especially to stimulate their interest in Conference—NALGO’s policy-making body—by widespread pre-Conference discussions. They should show that they have faith in the ordinary members by soliciting their opinions on important issues. Nearly every member has some ideas on such subjects as pay, and equal pay for equal work. There should be full reporting back by

A dynamic lead, and a policy that inspires and enthuses members, will do more to conquer apathy than an attitude of superiority and contempt.

representatives to their constituents; bright and readable reporting of E.C. policy discussions in branch magazines, not dull minute-style reporting; the establishment of branch magazines where they do not exist; fullest publicity for important decisions; and encouragement of controversy and discussion about policy. Clarity on general issues stimulates enthusiasm for practical tasks, gives direction and purpose to the work of the Association. E.C.s should show their members that we are proud of being a trade union, not ashamed of it. They should speak up vigorously about the achievements of NALGO, not apologise for it.

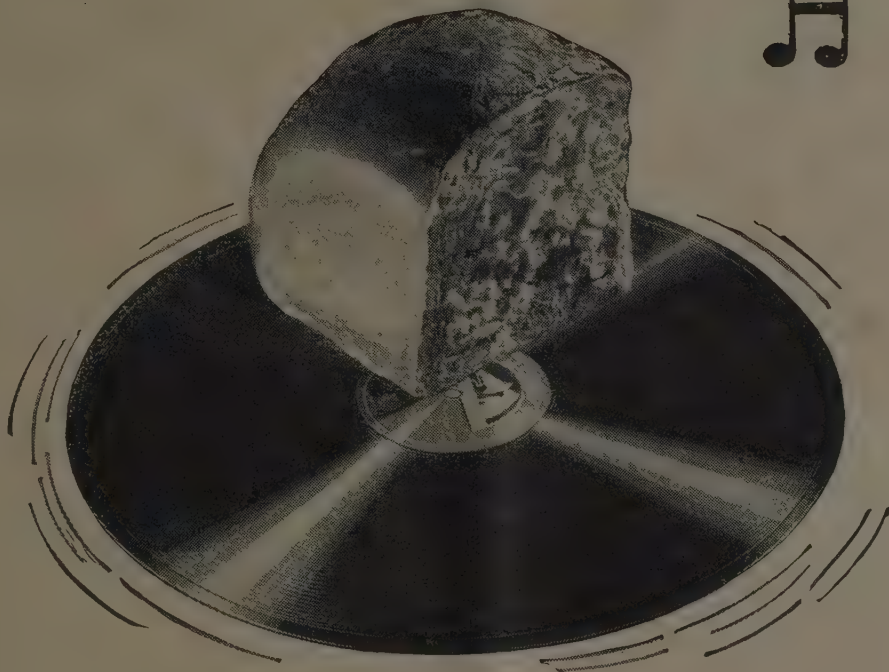
A frequent organisational weakness in NALGO is too much power in too few hands. Certain individuals get into prominence and then add committee after committee, office after office, to their responsibilities. This is particularly so in larger branches and among leading members of district committees. Every effort should be made to guard against this tendency, for it means that large potentialities are remaining untapped. Further, it is, in effect, a vote of no confidence in the other E.C. members.

Wider responsibility, wider interest

New and younger members should be pushed forward. Most people are flattered when approached in the right way to do a job. Responsibility increases interest. The wider responsibility can be extended, the wider will be the interest of NALGO. Actually doing a job is the best way of getting experience. We do not want E.C.s to be run by a small group of fanatics who do nothing but NALGO in their spare time. This can only narrow the outlook of the Association. We want people in office and on committees who have other interests and responsibilities so that they are truly representative of the membership. Overburdening the shoulders of a few means that those few cannot do their jobs properly; they get stale and sometimes give up altogether because the burden becomes too heavy. Apathy within the E.C. which is created by too much responsibility in too few hands, must mean apathy within the branch. Real leadership by an individual is shown not in the number of offices he holds, or of committees on which he serves, but by the number of other members he inspires into activity by his own work for the Association.

Apathy can be conquered. Members will follow a dynamic lead. We have the advantage that a large percentage of professional, technical, administrative, and clerical workers are organised in NALGO. Those members do at least pay their subscriptions—even if for curious reasons in some instances. But that payment of subscriptions is a positive act of faith. Too often the critics forget that. Let us build up from that starting point and we will be surprised at the response we can get from our members if we show that we believe in them and try to draw them out.

"Housewives' Choice"



We speak as we find. And we find that the housewife who cares about her home and children thinks about "after" care, too. While washing up, or darning, maybe, she wonders what would happen if "he" weren't there. Morbid? Not a bit of it. Life must be faced, and there's no denying the difficulty of facing it on little or no more than a widow's pension. That's why the sensible housewife will remind her husband that, for her, half a loaf is better than no bread. The half a loaf being, of course, *some* extra income to help maintain the standards "he has always set."

And the wise husband will make himself afford the very reasonable premium on one of those new Logomia Family (income only) policies—Table R—which means another £100 a year, tax free, should it be needed.

He'll do more than that. He'll get details, right away, from his local correspondent or direct from the

NALGO INSURANCE DEPARTMENT

1, York Gate,

Regent's Park,

London, N.W.1.

Sixteen NALGO names in the New Year Honours

AT LEAST sixteen members or former members of the Association received recognition of public service in the King's New Year Honours.

Among them was one whom many students who have benefited from his advice and assistance at NALGO's Oxford summer schools will especially wish to congratulate—D. N. CHESTER, Fellow of Nuffield College, Oxford, who has been made a C.B.E. for his services to the study of public administration.

Before the war, Mr. Chester was in the treasurer's department, Manchester, and a member of the local branch. During the war, however, he transferred to the civil service, entered the Cabinet Offices, and later became secretary to the Inter-departmental Committee on Social Insurance. Although he did not afterwards return to the local government service, Mr. Chester remained closely linked with it through his membership of the Local Government Examinations Board and was the first chairman of its examination committee.

Yorkshire health members will welcome the award of the O.B.E. to JOE BLACKBURN, radiographer to the Pontefract and Castleford hospital group. Mr. Blackburn is a past president of the Society of Radiographers and was a

member of Pontefract town council for nine years, and its Mayor in 1947.

The full list of members, retired members and ex-members known to have been honoured is given below.

KNIGHT BACHELOR

JAMES LYTHGOE, C.B.E., City Treasurer, Manchester.

C.B.E.

D. N. CHESTER, Fellow of Nuffield College, Oxford.

F. L. FREEMAN, chief education officer, Southampton.

D. E. GIBSON, A.R.I.B.A., city architect and town planning officer, Coventry.

L. R. MCGOLVIN, city librarian, Westminster.

O.B.E.

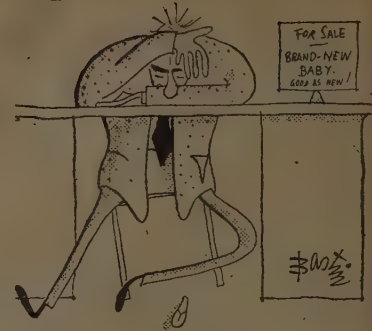
J. B. ALLON, town clerk, Wolverhampton.

J. BLACKBURN, radiographer to the Pontefract and Castleford hospital group.

EMRYS EVANS, lately town clerk, Wallasey.

F. D. LITTLEWOOD, town clerk, Cheltenham.

H. N. LOWE, M.Sc., deputy director of education, Liverpool.



A. J. SHINNIE, M.D., Ch.B., medical officer of health, Westminster.

J. E. SWINDLEHURST, M.I.C.E., F.R.San.I., borough engineer, Hampstead.

M.B.E.

MISS MARY COCKSHOTT, health visitor, West Riding C.C.

W. DUNCAN, superintendent, Liverpool youth employment bureau.

W. G. PYATT, F.R.S.I., chief sanitary inspector, Cardiff.

FIRE SERVICE MEDAL

E. G. HOBBS, chief officer, Buckinghamshire fire brigade, vice-president, Bucks county branch.



and the Public Health

It is a fundamental aim of the social democracy to preserve and increase, by all possible means, the physical, mental and economic health of the nation. In any discussion of outdoor publicity it is well to bear in mind that it is the servant of all these causes.

Enemy action and the pressure of events have left many districts with "black" spots which are not merely eyesores but potential sources of danger. The poster hoarding conceals such blemishes, assists tidiness and prevents accidents. It stimulates interest in affairs of local and national importance and keeps people aware of both sides of many a thorny question. And it is the mouthpiece of the vigorous competition and industrial enterprise on which the country's economic recovery depends.

The poster hoarding, well constructed, well maintained, lively, colourful and interesting, is of practical benefit to the whole community. It deserves support.

OUTDOOR PUBLICITY DOES A GOOD JOB

New examinations scheme for local government now complete

by K. S. CARTER

THE NATIONAL Joint Council last month completed the framework of the new examinations scheme for the local government service. It approved the detailed syllabus of the Final Administrative Examination, agreed a list of recognised alternative examinations, and clarified several other points which had been in doubt.

The new scheme, of which preliminary details appeared in "L.G.S." last September and December, substitutes for the former Promotion Examination two examinations, which will come into force this year:

A Clerical Examination, the passing of which will qualify for promotion from the General to the Clerical and Higher Clerical Divisions; and

An Administrative Examination in two stages, of which the intermediate will qualify for promotion up to grade APT IV, and the final will qualify for promotion to grades above APT IV.

Two conditions attach to the Final Administrative examination:

1. Candidates passing it will be eligible for promotion only if they have had not less than five years in the public service (this applies also to successful Promotion Examination candidates who have been exempted from the Intermediate Administrative Examination).

2. Candidates must have passed the Intermediate Administrative examination or have gained exemption therefrom. Exemption will be granted (on payment of an exemption fee of £1 1s.) to those who have obtained a D.P.A., the Final C.I.S. or C.C.S., the NALGO examination or an approved university degree. The Secretarial examination certificates must be obtained before September 30, 1955.

A limited exemption (from the two optional "background" subjects in the Intermediate) will be granted to university graduates and any candidate who has obtained the Final examination certificate of any professional, technical, or administrative examination included in the list of examinations recognised for promotion purposes.

There are certain exemptions and safeguards for officers who have taken the earlier Promotion Examination or who have qualified by length of service. These were described in the December "L.G.S."

In a preface to the list of alternative examinations, the National Joint Council expresses the view that the only suitable qualifications for promotion out of the

General to the Clerical and Higher Clerical Divisions are: the new Clerical Division examination; a university degree; the former Promotion examination; or the Intermediate Administrative examination.

For promotion into and within the APT Division, three avenues are envisaged—Administrative, Professional, and Technical—and the success of the scheme depends upon the classification of APT posts on this basis. For administrative posts, the requirement is a broad training, more particularly in the principles of administration of local and central government, and for this purpose the Administrative examination is thought to be more suitable than any other, since its syllabus has been designed specifically with that object.

The Council also draws attention in the preface to the large number of examinations available and stresses the considerable variation in standard. This and other problems—including the fact that some are highly specialised while others have a limited field of entry—has complicated the task of drawing up a list of those which can be recognised as exempting from the Administrative examination.

The new list is divided into four sections:

Administrative and General

The Intermediates of the following examinations will confer eligibility for promotion up to APT IV and the Finals will confer eligibility for promotion to grades above APT IV:

Chartered Institute of Secretaries and Corporation of Certified Secretaries (if passed before September 30, 1955);

NALGO (now discontinued);

A University degree will confer eligibility for promotion to all administrative posts;

University Diplomas in Public Administration will confer eligibility for promotion up to APT IV in respect of officers who held such diplomas on September 30, 1950, and officers who had enrolled for D.P.A. courses at the beginning of the session 1950/51 and subsequently pass the examination. In either case, five years' experience in work of an administrative character will confer eligibility for promotion throughout the APT grades. Work of an administrative character is stated to include work concerned with the formation of policy, improvement of organisation, general administration of instructions of the employing authority and the control of staff.

After September 30, 1955, diplomas of or above pass degree standard will be recognised as alternatives to the Final Administrative examination, conferring eligibility

for promotion to all APT grades. Diplomas below that standard will qualify for promotion up to the maximum of APT IV. Promotion beyond that point will depend upon the passing of the Final Administrative examination.

Professional

The intermediates of the following qualifications will confer eligibility for promotion to posts designated "professional" up to APT IV and the finals will confer eligibility for promotion to such posts in all APT grades and above.

Law Society (Solicitors);
Association of Certified and Corporate Accountants;
Institute of Chartered Accountants;
Institute of Municipal Treasurers and Accountants;
Society of Incorporated Accountants and Auditors;
Institution of Municipal Engineers (Testamur);
Royal Institute of British Architects (or equivalent examination recognised by the Architects' Registration Council);
Royal Institution of Chartered Surveyors (professional Associateship);
Town Planning Institute and Joint Examination Board (or equivalent examination recognised by the Town Planning Institute).

The following qualifications will confer eligibility as indicated:

Council of Legal Education (Bar): Part I to APT IV; Part II to APT X and above.
Institute of Civil Engineers: Section A to APT IV; Sections B and C to APT X and above.
Institution of Electrical Engineers: Section A to APT IV; Section B to APT X and above.
Institution of Mechanical Engineers: Section A to APT IV; Section B to APT X and above.
Institution of Structural Engineers: Graduateship to APT IV; Associate Membership to APT X and above.

Technical

The following qualifications will confer eligibility for promotion to APT IV, and to higher APT grades provided the officer has had five years' approved experience:

Board of Trade—Inspectors of Weights and Measures (Certificate);
College of Teachers of the Blind (School or Home Teachers' Certificate);
Incorporated Society of Auctioneers and Landed Property Agents (Final);
Institute of Burial and Cremation Administration (Final);
Institute of Cost and Works Accountants (Final);
Institute of Housing (Parts I and II);
Institute of Park Administration (Diploma);
Institute of Public Cleansing (Parts I, II and III);
Institute of Quantity Surveyors (Final);
Institute of Sewage Purification (Associate);
Institute of Transport (Associate);
Institution of Fire Engineers (Associate Membership);
Institution of Municipal Engineers (Building Inspection) (Certificate);
Museums Association (Diploma);
National Association of Bath Superintendents (Associate Membership);

National Association of Youth Employment Officers (Vocational Guidance) (Diploma); National Certificates in: (a) Mechanical Engineering (Higher); (b) Electrical Engineering (National); and (c) Civil Engineering (Certificate); Poor Law Examinations Board: (a) Relieving Officers (Certificate); (b) Institution Officers (Parts I and II); and (c) Clerical Assistants (Parts I and II) (now discontinued); Royal Horticultural Society (National Diploma); Royal Institute of British Architects (Building Surveyors to Local Authorities) (Certificate); Royal Institution of Chartered Surveyors (Housing Manager's Certificate); Royal Sanitary Institute and Sanitary Inspectors Examination Joint Board (Sanitary Inspectors Certificate); Diploma of British University or University College appropriate to duties of the technical post.

The following qualifications will confer eligibility for promotion as indicated:

Chartered Auctioneers and Estate Agents Institute: Intermediate to APT IV; Final to APT X and above;
Incorporated Association of Rating and Valuation Officers: Intermediate to APT IV; Final to APT X and above;
Land Agents' Society: Parts I and II to APT IV; Part III to APT X and above;
Library Association: Registration to APT IV; Final to APT X and above;
Royal Statistical Society: Certificate to APT IV; Diploma to APT X and above.

Other qualifications

The following qualifications will confer eligibility for promotion in particular cases to which they are relevant. In the case of those printed in *italics*, promotion above APT IV will depend upon the officer having five years' approved experience.

Advertising Association: (Final)

Chartered Insurance Institute: Associate-ship to APT IV; Fellowship to APT X and above;

Institute of Bankers' Savings Bank Institute: Part I to APT IV; Part II to APT X and above;

Institution of Marine Engineers: Graduateship to APT IV; Associateship to APT X and above;

Institution of Heating and Ventilating Engineers: Graduateship to APT IV; Associateship to APT X and above;

Royal Aeronautical Society: Part I to APT IV; Parts II and III to APT X and above;

Institute of Landscape Artists (Associateship)

Royal Institute of Chemistry: Associate-ship to APT X and above; and

Institute of Hospital Administrators: Intermediate to APT IV; Final to APT X and above.

Those who have watched the progress of negotiations since the establishment of the Local Government Examinations Board will, no doubt, agree that the new scheme follows the general principles advocated by NALGO for many years and meets many of the criticisms made of the original Promotion examination. It would, however, be unreasonable to expect a scheme of such far-reaching significance to the future of the local government service to be introduced without transitional difficulties.

Education notes

by K. S. CARTER

Oxford Summer School

A provisional programme for the main lectures at this school, to be held at Oriel College from June 30 to July 14, has been prepared. Under the broad title, "National, Regional, and Local Services," the lectures will aim to pin-point common problems. Generally, the first week will be devoted to study of the services; and the second to administrative problems, as follows:

First week: 1. Development since 1939; 2. Objects and policies; 3. Social and economic background; 4. The present-day structures; 5. Criteria of efficiency and efficiency tests.

Second week: 6. Principles of organisation; and four lectures dealing with problems of internal organisation in the services; 7. Co-ordination, integration, and delegation; 8. Personnel management, including staff relationships, recruitment and training; 9. Financial control; 10. Office organisation and methods.

Questions will be allowed after the lectures, but general discussion will be deferred until the various study groups have met to consider them.

The study-group idea is new to NALGO summer schools and has been included in the programme to give a greater number of students an opportunity of participating in discussions and of considering problems of particular interest to them. Groups, besides discussing the application of the main lectures to their services, will be able to add other relevant topics. They might consider, for example, local government administration, finance, electricity, health services, housing and town planning, education, libraries, or the requirements of the new administrative examination.

Sample study-group programme

Let us assume that there are sufficient students interested in education to form groups during both weeks of the school; the programme might then be:

First week: 1. Development of public education in Great Britain; 2. The Education Act, 1944, and its purpose; 3. Social and economic factors influencing educational policy, e.g. the demands of industry, distribution of population, allocation of national resources; 4. The structure of the education service, including the work of the Ministry, the functions of the local education authority, advisory and nominated bodies, such as school governors, etc.; 5. By what standards can efficiency in the education service be judged? **Second week:** 6. What principles of organisation can be applied to the education service, and with what result? 7. Problems of delegation as between local education authorities, divi-

sional executives, school governing bodies and teaching staff, etc.; and problems of co-ordination between those responsible for child welfare, such as public health departments, education departments, probation officers, etc., and between the departments responsible for building, maintenance, open spaces, libraries, etc.; 8. Staffing the administrative service, the teaching service, and the schools apart from the teaching staff, e.g. school secretaries, canteen workers; 9. The effect of financial control on education administration; 10. General discussion on office methods.

Actual group programmes will be arranged later.

Administrative exam. candidates

As the provisional programme outlined on this page shows, this year's Oxford summer school will be especially helpful to candidates for the Administrative examination. In addition to the lectures and study groups, special tutorials will also be arranged if there is sufficient demand.

Both the Administrative examination and the D.P.A. are of a standard and nature for which oral tuition and discussion are particularly valuable, and therefore the opportunities offered at Oxford should not be missed.

Provisionally, it is planned that classes for examination candidates will explain how the information given in the main lectures can be used in answering examination questions, but potential students wanting classes on other specific subjects should inform Headquarters.

Grants and scholarships

Members are reminded that the Metropolitan area education committee and the East Somerset branch are each putting aside £50 for summer school grants. Those interested should see their branch education secretaries.

Scholarships scheme

Candidates for the 1951 scholarships scheme must notify Headquarters of their intention to enter by April 14. Essays must arrive by May 31.

Up to fifteen prizes, each of ten guineas, will be awarded for the best essays submitted on "The Place and Functions of NALGO as a trade union in a Welfare State." Up to five further awards of £50 each will be made to the most promising prizewinners. Branch education secretaries have full information.

District weekend school

"Local Government in Other Lands" will be discussed at the Metropolitan area education committee's weekend school at Ashridge from March 30 to April 2. Applications to the secretary, A. E. KAY, Clerks Dept., County Hall, Chelmsford.

Service conditions news

LOCAL GOVERNMENT by J. C. HAMILTON

N.J.C. recommends gradings for professional library staff



AT A MEETING on January 17, 1951, the National Joint Council received with regret the resignation of the independent chairman, SIR HORACE WILSON. Great appreciation of his invaluable service to the Council was expressed by both sides.

The following decisions were made :

Professional library staff

In continuation of the grading of special classes of officers, the following has been decided, with effect from April 1, 1951 :

1. A Chartered Librarian in charge of a branch or district library or in charge of a department of a library, and supervising a staff of three other whole-time officers or the equivalent—A.P.T. III (£450—£495).
2. A Chartered Librarian is an officer who has passed the Registration Examination of the Library Association and has completed three years' library service as required by the bye-laws of that Association, and who has been elected to the Register of the Association as an Associate.
3. The grading referred to in 1 above shall also apply to a librarian in charge who, although not being a Chartered Librarian, has had not less than five years' experience as a librarian in charge as at April 1, 1951.
4. In 1 above reference is made to "whole-time officers or the equivalent." This latter term is used to cater for the possibility of additional staff being sent as a matter of regular practice to a branch or department during peak periods. The aggregate time so given should be counted in terms of whole-time employment, e.g. two persons, each working 19 hours per week to count as one whole-time officer working a 38-hour week.
5. The grading of posts beyond the level of the librarian in charge referred to in 1 above, to be left to employing authorities, due regard to be paid to the duties and responsibilities of each post and to the standard recommended in 1 above.

A "no detriment" clause preserves the existing rights of an officer who is receiving a higher salary, or would progress to a higher salary than the grading scheme recommends.

Home help organisers

It was agreed that standard gradings for home help organisers were not practicable at the present time, and that the salaries of these officers should therefore remain at the discretion of individual employing authorities.

Local joint committees

The Council reiterated its original recommendation, which was included in the Preamble to the Charter, as follows: "In submitting the following Scheme the National Council asked that employing authorities would afford facilities for regular consultation with representatives of their staffs on all questions affecting their conditions of service, through the medium of local joint committees."

Car allowances : insurance policies

A proviso has been included in paragraph 10 of Appendix B of the scheme of motor car allowances because an agreement has been negotiated between the Accident Officers' Association and certain associations of local authorities, which provides that policies issued to, amongst others, local authority employees receiving an allowance in respect of the use of their cars on official business, will be dealt with as if they had been endorsed to provide for the indemnification of the authority against third party claims.

The paragraph now reads as follows, the proviso being indicated in italics :

"Officers shall have included and maintain in their policy of insurance a clause indemnifying the local authority against third party claims arising out of the use of the vehicle on official business, *provided that this requirement shall not apply where an undertaking has been given by an insurer to the local authority or the appropriate Association of local authorities.*"

Welfare officers

The National Council accepted a report of the Local Government Examinations Board that officers engaged in welfare work should be expected to take an academic diploma in Social Science or the ordinary Administrative Examinations of the Board, and that education welfare officers ought to be expected to take the Administrative Examinations of the Board.

Entrance examination

A recommendation by the Local Government Examinations Board that the principle of establishing a special examination for junior entrants be re-affirmed, was accepted. Having regard to present-day problems of recruitment the introduction of an obligatory examination for

junior entrants was considered impracticable, and as an interim measure the Board was asked to arrange, at the request of a local authority, to conduct a special examination. The Board is considering this question, and details will be announced later.

Such a scheme would enable authorities to aim at a national standard of entry based on a common syllabus.

Those with a General Certificate of education in English or English language, mathematics, and two other papers at ordinary level, are excepted from the junior entrants' examination.

Decisions made on other aspects of the education provisions of the Charter are dealt with on page 361.

Doctors' salaries

An Industrial Court award has led to a revision of salary scales for medical officers employed by local authorities.

The question was referred to the Industrial Court after Committee "C" of the Medical Council of the Whitley Councils for the Health Services (Gt Britain) had failed to agree.

NALGO is not represented on the Medical Functional Council, and took no part in the proceedings before the Industrial Court.

Present salaries are governed by the Askwith agreement, which contains certain discretionary clauses, and consequently salaries are not uniform throughout the country. The last amendment of the agreement was in July, 1947.

Briefly, the scales claimed by the staff side were :

Asst. M.O. : £960 to £1,680.

Senior M.O. : minimum £1,680 to £2,040, maximum £2,160 to £2,520, depending upon population.

Deputy M.O.H. : minimum £1,780 to £2,140, maximum £2,260 to £2,620, depending upon population.

Acting deputy M.O.H. : addition of £100 p.a. to salary as senior or departmental M.O.
M.O.H. : minimum £1,800 to £3,120, maximum £2,280 to £3,600, depending upon population.

The staff side also asked that employing authorities should be given discretion to exceed the maxima in particular cases.

The management side made an offer which, set out briefly, was :

Asst. M.O. : Grade I, £750 to £950 ; Grade II, £900 to £1,100.

Senior M.O. : Grade I, £1,150 to £1,350 ; Grade II, £1,300 to £1,500 ; Grade III, £1,450 to £1,650.

M.O.H. : Depending on population up to 600,000—Scotland : minimum £1,050 to £2,700, maximum £1,250 to £3,000 ; England and Wales : minimum £1,250 to £2,700, maximum £1,450 to £3,000. Over 600,000, at discretion of authority.

Evidence was heard on October 9, 10, 13, and 19, 1950, and as a result the Court

made the following award to operate from October 1, 1950 :

Asst. M.O. or M.O. in department : £850 × £50 to £1,150.

Senior M.O. : £1,250 × £50 to £1,650.

M.O.H. :

Population in thousands	Min. of scale between	Increments p.a.
Not exceeding :	£	£
75	1,450 and 1,650	4 of 50
100	1,550 " 1,850	5 " 50
150	1,750 " 2,050	5 " 50
250	1,950 " 2,250	2 of 100 ; 1 of 50
400	2,200 " 2,300	2 of 100 ; 1 of 50
600	2,300 " 2,700	3 " 100
over 600	at discretion	at discretion

TRANSPORT

Waterways staff : details of schemes now agreed

WE ARE SORRY to record that JOHN LANCASTER, the national officer for transport staffs, is seriously ill in hospital. It will be some weeks before he is fit for duty, but we are pleased to say that he is steadily progressing.

The agreements referred to in the December notes on interim rates of pay and conditions of service for professional and technical staff and engineering supervisory staff of inland waterways have now been signed, and the following additional information can therefore be given.

Professional and Technical staff

Overtime worked by professional and technical staff, when sanctioned by an appropriate officer, will be paid for at time-and-a-quarter on the basis of the individual rate of pay and the standard weekly hours. Staff will, however, be expected to stay occasionally as necessary up to half an hour beyond their ordinary day's rostered hours without payment. The Sunday duty pay will be based on time-and-three-quarters and, for a term not exceeding four hours commencing on a Sunday, four hours at Sunday rate will be paid, while a term of between four and eight hours will be paid for as eight.

The conditions of service operate from January 1, and for professional and technical staffs include a holiday of six working days for staff with more than six but less than twelve months' service. Class A staff with salaries under £340 with 12 months' but less than ten years' service will have 12 days' holiday and those with ten years' service will have 15 days. Class A staff with salaries of £340 or over, and with 12 months' but less than ten years' service will have 15 days' holiday, and those with ten years' service will have 18 days. Staff classified as B and C will, so long as they have 12 months' service, qualify for 18 working days.

After 12 months' service, sick pay at

Salary scales for deputy medical officers, divisional or area medical officers, and officers holding mixed appointments, are to be determined by joint negotiation and agreement between the parties, subject to reference back to the Court in the event of disagreement. Medical officers of health holding joint appointments are to receive £100 a year above the appropriate salary scale indicated by the total population of the joint districts.

The award specifies methods of assimilation and has a "no detriment" clause.



full rate (less payment under the National Insurance Acts) will be granted for three months, and at half rate (with no deduction unless the total of half salary and National Insurance benefit exceed full salary) for three months.

Engineering supervisory staff

The agreement for engineering supervisory staff provides that hours of duty shall be the same as those of the staff supervised, normally 44 hours per week. No overtime payment is provided, but as from October 1, 1950, a non-pensionable commuted overtime payment of 10 per cent of salary will be made.

Annual holidays for these staff are : six working days for those with more than six but less than 12 months' service ; 15 days for staff in Classes 3, 2 and 1 with 12 months' but less than 10 years' service ; 18 days for such staff with 10 years' service, and for staff classified as "A" or "B" after one year's service.

Sick pay is the same as for professional and technical staff and both agreements provide that staff compulsorily transferred from undertakings acquired under the Transport Act, 1950, will have the option of retaining former conditions of service previously enjoyed—so long as they retain the whole of such conditions.

Vacancies to be advertised

Agreement has also been reached that all vacancies in all salaried posts above initial grades and with salaries up to and including £630 will be advertised throughout all divisions to all salaried staff ; that vacancies in supervisory posts in Classes 4, 3, 2 and 1 will also be advertised to wages staff on a separate vacancy list throughout all divisions ; but that vacancies will not be advertised where provision has to be made for absorbing, without promotion, redundant staff ; or the classification of an occupied post is improved as a result of re-organisation ; or provision has to be made for trainees on

completion of their training.

The right is reserved to transfer staff to other posts in the same class without recourse to advertising, but transfers will not ordinarily be made without the concurrence of the individuals concerned, except where removal is necessary for redundancy or for disciplinary reasons.

National Executive Council

THE COMMITTEES of the National Executive Council met on January 5 and 6. Matters discussed and decisions reached, subject in most cases to confirmation by the N.E.C. at its meeting on March 10, included :

Service Conditions

Pensions (Increase) Act, 1947—The T.U.C. national advisory committee for the local government service has asked all unions concerned for their views on the Act, and NALGO has urged that action be taken. The reports will be considered by a sub-committee of four, which includes NALGO's legal officer.

Officers employed in social welfare institutions—The committee was informed that the T.U.C. national advisory committee for the local government service had made further representations to the Minister of Health pressing for a joint conference of local authorities and the unions concerned to discuss the need for more adequate protection for officers employed in social welfare institutions.

National joint committee for senior grades

—The committee referred to the national consultative committee for the electricity industry a draft agreement for the establishment and maintenance of a national joint managerial and higher executive grades committee, received from the British Electricity Authority. Parties to the agreement are the Association of Managerial Electrical Executives, the E.P.E.A. and NALGO.

Salaries claim in Scotland—The committee noted a resolution passed by the Glasgow branch annual general meeting, expressing lack of confidence in the Scottish district committee's approach to the claim for a substantial all-round increase in salaries to meet the rise in the cost of living since the Scottish Charter was applied, and decided to ask the district committee for its observations.

Public Relations

Publicity for salaries claim—The committee received a report on the extensive and favourable notice given to the claim by the national and local press, and expressed its satisfaction that the best advantage had been taken of all publicity media.

Week-end schools of branch management

The committee was informed that the Eastern, East Midlands, North Eastern,

Scottish, South Wales, and South Western districts had held successful week-end schools of branch management, and the Metropolitan, North Western, and Southern districts had held one-day meetings, or a series of lectures, on the development of NALGO, the Association's legal and educational work, Whitleyism, and branch administration.

Education

Grants to Universities—In addition to the usual annual grants made by the Association to universities, the committee made a grant of £50 to the North Staffordshire university, and increased the grant to the London School of Economics from £25 to £50.

Correspondence Institute—The committee received a report that the enrolment figures and income of NALGO Correspondence Institute for 1950 were the highest yet recorded.

Benevolent and Orphan Fund

Finances of the Fund—There will be a special meeting of the committee on March 9 to consider the financial position of the Fund, and the need to increase subscriptions. Consideration will also be given to the proposal that subscriptions be collected over a period of 10 months, in accordance with the proposed scheme for adaption of the Association machinery.

Holidays for beneficiaries—Grants for holidays will be made to Fund beneficiaries again this year.

Residents' fees at Knole Lodge—The committee is to recommend the N.E.C. to increase residents' fees at Knole Lodge.

Law and Parliamentary

Objection to an Order—To safeguard the interests of officers employed by Derby C.C., the Association formally objected to the council's order for the compulsory purchase of Smedley's Hydro at Matlock for use as offices. At the inquiry, the county council stated that it proposed to assist the staff by bearing excess costs of travel; arranging with the Railways Executive for suitable train facilities to be made between Derby and Matlock; paying car users 1½d. per mile on increased journeys, subject to review after three years; adopt a rota so that Matlock staff work one Saturday in four instead of the present three in four; and give sympathetic consideration to individual application for removal expenses. The inquiry was adjourned.

Reinstatement in Civil Employment Act—The committee was informed that the Act ensured reinstatement rights corresponding to rights under the Reinstatement Act, 1944, or the National Service Act, 1948, to members of reserve or auxiliary forces called out or recalled for whole-time service in the armed forces. It will also benefit national service men by restoring lost reinstatement rights of those who voluntarily agreed to serve an extra six months with the forces.

GAS SERVICE

by L. A. GARRATT

Around the areas: a survey of the joint councils' work



NOW THAT the area joint councils are well established it is possible to give an indication of the work they are doing, and how the national agreements are being implemented in the different areas.

West Midlands

This council, on which NALGO holds nine of the twelve staff side seats, and the staff side and joint secretaryship, meets regularly every three months.

The categorisation of undertakings has been agreed and only the smallest undertakings have been placed in Provincial B.

A scheme of transmutation from the old to the new salary grades has been drawn up, which, in general, gives little ground for complaint. The Board has also drawn up revised scales for women shorthand-typists and machine operators within the framework of the national scales.

Payments for authorised work up to the maximum of the provincial scales is allowed under a scheme of overtime bonus, which, in my opinion, shows that the area board has tackled the problem in a realistic manner.

It has been agreed to operate the motor car allowance scheme in force for the staff of local authorities.

East Midland

NALGO holds seven seats on this area joint council, and the vice-chairman and the joint secretary are representatives of the Association. Meetings of the council are held every two months.

Categorisation of the undertakings has now been agreed, and certain undertakings, which the employers proposed should be Provincial B, have been upgraded to A.

An appeals committee has been established and has met to decide cases, which could not be agreed at local, divisional or area levels.

An area joint standing committee for intermediate grades has been set up and an early meeting is being arranged.

The board has introduced a suggestions scheme to encourage all employees to submit suggestions which might lead to improvements in working methods and increased efficiency.

The area board was one of the first to introduce an education and training scheme, drafts of which were sent to the area joint council, and upon which staff representatives submitted observations.

Eastern

Although NALGO is in the minority on this council, a representative of the

Association has several times deputised for the vice-chairman.

The categorisation of undertakings has been agreed, subject to the staff side submitting cases for the regrading of individual districts as they so desire.

The area board has indicated that it wishes to consult with staff representatives in forming schemes of education and training, and a joint committee is being established.

The joint council has issued a statement to the staff that it considers that employees should be encouraged to become members of an appropriate organisation.

A general purposes committee and an area conciliation panel have been set up, and as an interim measure and pending national agreement on a model constitution, joint consultative committees have been established at group level.

North Eastern

NALGO holds five seats on this council, and an Association representative is staff side and joint secretary. The council meets as required, at intervals of not more than three months. Agreement has been reached on the categorisation of undertakings, and the board, in its policy of grouping districts together, has agreed that where small undertakings grouped together reach reasonable size, they shall be graded Provincial A.

Discussions have taken place with staff representatives on an education and training scheme, which is now being operated. The 38-hour week is being implemented at group level, and there have been local consultations on the question of Saturday morning leave.

A general purposes committee has been set up, and appeals panels, consisting of three representatives from each side, will be drawn from the whole council as required.

Northern

The vice-chairman of this council is a NALGO member. The Board has carried out categorisation of undertakings according to the grading agreed by the northern area J.I.C. The staff side has given notice that it will submit proposals concerning the regrading of certain undertakings.

A scheme of overtime bonus payments, based on the plain-time hourly rate, has been agreed after joint consultation, to apply from April 1, 1950.

The board has agreed to bring all

vacancies to the notice of the staff, except when vacancies are filled by normal promotion.

North Thames

The Association has a nominal representation on this council, which, after a constitutional difficulty on the staff side, is now getting down to work.

Arrangements have been agreed to bring showroom staff within the 38-hour week.

The three days' local holiday have been fixed as Easter, Whitsun and August Saturdays, with a certain latitude.

An appeals committee has been set up, to which representatives of the staff side are appointed as required.

North Western

Meetings of the council are held each quarter. NALGO has seven representatives, and the vice-chairman and the staff joint secretary are Association members.

The categorisation of undertakings has been carried out and, with the exception of one group, undertakings have been graded Provincial A. An executive committee, appeals panel, and an intermediate grades standing committee have been set up.

The board has issued a scheme of bonus payments for overtime.

Scottish

The Association has six representatives on this joint council; one is a joint secretary. The council meets as required, but not less than once every three months. Categorisation of the undertakings in Scotland has now been agreed. The undertakings classed as Grade A by the Area J.I.C., with the addition of Ayr, Arbroath, and Buckhaven and Leven, Galashiels, Hawick and Grangemouth, have been placed in Provincial A.

An appeals panel, and an area standing committee for intermediate grades have been established.

Southern

A NALGO representative is the vice-chairman of the council.

The Board has insured officers concerned with collecting and handling cash against personal accidents and assault in the course of their duties.

An executive committee and an appeals panel have been established.

Negotiations for categorisation of undertakings into Provincial A and B have been completed, and satisfactory arrangements have been made for the notification of staff vacancies.

Discussions have taken place concerning the expenses of staff compulsorily transferred.

South Eastern

The Association has a minority representation on this council, which meets monthly, but has taken full share in the work.

Appeals machinery has been estab-

lished, which has dealt with many outstanding appeals referred from the old southern regional joint council.

Agreement has been reached on the categorisation of undertakings into Metropolitan, and Provincial A and B. Further consideration will be given to the Provincial B undertakings as the board's organisation develops.

Computation of overtime bonus payments has been discussed, and the Board has indicated its intention to deal with the subject in accordance with the national recommendation.

Certain staff were allowed to take annual holidays in 1950 based on those for 1949 where these were more favourable than those provided by the new agreement.

South Western

A NALGO representative is the staff side and joint secretary of the council, on which we hold six seats. An emergency sub-committee and a general purposes committee have been established.

No agreement has yet been reached on the categorisation of undertakings, despite

considerable discussion. Consequently, it was not possible to implement the new salary scales on January 1 as had been hoped.

Saturday morning leave is to be granted on the basis of one in four, and showroom staff are to have an alternative half day.

Appeals procedure has been approved and details given to the staff by letter.

Wales

The Association holds five seats in this council, one representative filling the appointment of joint secretary. Meetings have been held every three months, and an executive committee meets regularly. This committee also deals with appeals and has already heard several outstanding claims.

Undertakings have been graded Provincial A and B.

Representations have been made that the hours of showroom staff should conform to the agreed 38 and that these should be staggered if necessary.

A tripartite committee is making good progress with the problem of intermediate grades.

ELECTRICITY

by L. G. MOSER

Grading of commercial officers still in dispute



The policy of electricity boards on grading of commercial officers was again challenged at the January meeting of the National Joint Council. Recently, boards have tended more and more to grade these posts under the N.J.B. schedules, ignoring the provisions made for them in the N.J.C. salary agreement.

NALGO recognises that there are difficult problems of demarcation in this field, but the issue is of such vital importance to all commercial grades—and, indeed, can have such repercussions on administrative and clerical staff in most other sections—that it is considered essential that the problems should be squarely faced and equitably resolved without delay. It is hoped that further proposals will shortly be submitted to the staff side, to meet the cogent points raised.

Meanwhile, the B.E.A. is reminding electricity boards that the N.J.C. has previously decided that, until the question has been agreed, posts not already graded under the N.J.B. schedule shall not be transferred to it. There is every reason to believe, therefore, that boards will not continue to take such action, which can only be regarded as seriously prejudicing the discussions.

Removal expenses and lodging allowances

Agreement has been reached, in concert with the N.J.B., to pay removal expenses

of "permanently" transferred staff. Lodging allowances will be paid to such staff for a temporary period pending removal, and to staff temporarily transferred. A few details have yet to be decided, and the provisions will, it is hoped, be published after the next meeting.

Travelling expenses

It has been agreed that travelling expenses will be paid to employees travelling in the performance of their duties on the basis of first-class railway fares in the case of employees with salaries of £700 and over, and third-class fares to others, except when the latter are necessarily travelling with an employee entitled to first-class travel, or are travelling by night other than by sleeping car, or where first-class travel has previously been authorised in exceptional circumstances.

Motor-car allowances

Revised proposals are now being considered by the staff sides of the N.J.C. and the N.J.B., and it is hoped that agreement will soon be reached. Members will, however, realise that the problem of ensuring equitable treatment for employees, whose use of their cars for official purposes varies from comparatively small to exceptionally high mileages, may take time to resolve, but there is every reason to believe that an application date will be agreed to ensure that members affected

do not suffer hardship because of delay in negotiation.

Bonus and similar schemes

Agreement has still not been reached on bonus schemes and similar payments, and there will be further discussions at an early meeting of the negotiating committee. Meanwhile, assurances are being sought that any payments which become due before an agreed settlement will at least be made on the same basis as last year.

Managerial grades

Progress has now been made with the draft constitution for the National Joint Managerial and Higher Executive Grades

Committee, but a difficulty has arisen between the A.M.E.E. on the one hand and NALGO and E.P.E.A. on the other.

An understanding had been reached that A.M.E.E. would not recruit staffs earning less than £1,500 unless they were on recognised incremental scales proceeding to £1,500. A.M.E.E. are now, however, retracting from this agreement and, it is understood, are pursuing a recruiting campaign. Members of NALGO—and indeed all those non-unionists who are eligible to join NALGO—are advised in their own interests to await publication of the agreed constitution and full details of what it means before responding to any invitations they may receive to join A.M.E.E.

HEALTH

by G. W. PHILLIPS

Victory for staff side in "pointing" dispute



THE DISPUTE over interpretation of A.C. Circular 12, a brief history of which was given in these notes last month, has ended in victory for the staff side. The Minister of Labour had referred the dispute to the National Arbitration Tribunal in the following terms:

"The dispute arises out of a claim made by the workmen mentioned in the First Schedule that following certain interpretations and modifications of the pointing system upon which salary scales for certain administrative officers in the hospital service are based there should, upon a recalculation of the pointage of any hospital group in accordance with such interpretations and modifications, be no reduction made in the existing salary scales of administrative officers of any group pending agreement by the Administrative and Clerical Staffs Council on the general questions of how often the pointage of hospital groups should be reviewed, and what rules shall govern any alterations of salaries in the event of a rise or fall of pointage."

It was heard on January 4, and the award was:

"(1) That if, on a recalculation of pointing under A.C. Circular No. 12, a hospital management committee or board of management is put into a lower points group than that in which it has previously considered itself to be (i.e. cases falling to be dealt with under paragraph B.3. of the Circular), the salary scales of the administrative officers of the committee or board in post at the date of recalculation shall be maintained on a personal basis; subject to the proviso that this decision shall not apply where, prior to the issue of A.C. Circular No. 12, there had been a gross and unjustifiable miscalculation of pointage for which the officer concerned had been definitely responsible.

"(2) That, as regards cases falling to be dealt with under paragraph B.4. of the Circular, the claim has not been established."

Main points conceded

The Tribunal has therefore supported the main contentions of the staff side, and

the effect is that, where an officer was likely to suffer a decrease in salary as a result of a reassessment of points, he will be entitled to retain his full salary scale, subject to the proviso in the award. In the case of an officer whose pointage has fallen as a result of a closing off beds since July 5, 1948, or because of the removal of a hospital from the group, he will, pending a final decision of the Whitley Council, mark time on his existing salary until the lower scale catches up with him. The staff side will press for an early decision on what should happen in such cases.

Salaries claim

There appears still to be some fear that the Association's decision to seek an all-round increase of 20 per cent in salaries does not extend to staffs employed in the national health service. It does, and, in accordance with the National Executive Council's resolution, the staff sides of the four functional councils on which NALGO is represented—the Administrative and Clerical Staffs, Nurses and Midwives, Professional and Technical Staffs "A," and Professional and Technical Staffs "B" Councils—have been requested to present claims to the managements.

The question has already been considered by the staff side of the Administrative and Clerical Staffs Council, which has decided to follow the Association's lead and a claim covering all grades of staff within the purview of the Council has been made to the management side. The claim is for all salary scales fixed by negotiation or arbitration since the national health service came into operation to be increased by approximately 20 per cent, and in other cases where a claim is already before the Council but agreement has not been reached, for an increase of 20 per cent on the claim already made. In certain cases—for example, senior officers of regional hospital boards—

where the original claim was related to a claim in respect of other senior officers, and where there has been agreement or an award after reference to arbitration, the claim has been amended in the light of the award or agreement.

The management side of the council is now considering the matter, and early meetings either of the council or of its negotiating committees are expected.

National consultative committee

Every district was represented at the meeting of the national consultative committee on January 13, and LEWIS BEVAN was in the chair. Of the Association's representatives on the functional councils, only W. PITT STEELE, who was still unfortunately seriously ill, was absent. A. K. HADFIELD, a hospital secretary and secretary of the Metropolitan district health consultative committee, was appointed to deputise for Mr. Pitt Steele on the Administrative and Clerical Staffs Council, and MISS D. D. HUMPHREYS, supervisor of midwives at Leeds and a member of the Yorkshire district health consultative committee, will take his place on the Nurses and Midwives Council.

Among the many items considered, the following are of particular interest:

Weekend school: After hearing a report on the Metropolitan area education committee's weekend school at Broadstairs, the committee congratulated the organisers on its success, and agreed to recommend district consultative committees to organise similar schools during 1951 and to request the N.E.C. to organise a national school in 1952.

Marriage bar: The Association's efforts to secure reinstatement of a woman member dismissed by a hospital management committee on marriage were reported, and the committee decided on further action to be taken should the reply now awaited from the Welsh Board of Health prove unsatisfactory.

Advisory committee: It was decided to recommend the N.E.C. to set up an advisory body comprising representatives of the various professional and sectional organisations and NALGO's representatives on the functional Councils.

Unsatisfactory appointments: Details of certain appointments to administrative posts in the national health service were reported. In view of evidence of other cases, it was decided to obtain further information and to take action in the appropriate Council.

Post-entry training and educational facilities: The committee received the first report of the sub-committee appointed to consider these matters. A further meeting of the sub-committee is shortly to be held to consider, *inter alia*, how to increase the facilities available to health staff to qualify.

New branches: It was reported that seven new health service branches had been formed since the last meeting of the committee, and encouraging reports of increasing membership were received.

Readers' Forum

A Communist's first duty

AS A MEMBER of the Communist Party of Great Britain, I feel compelled to take up, without the cloak of anonymity, A. J. Desbrow's challenge in the January "L.G.S.," on the allegiance of those engaged in public service.

Paragraph 37 of the Charter, which Mr. Desbrow quotes to support his point of view, states: "the first duty of a local government officer is to give undivided allegiance to the authority employing him." It is further claimed that a local government authority owes its allegiance to the constitutional monarchy. Hence, by inference, Mr. Desbrow attempts to show that the first duty of the public servant is to give allegiance to the constitutional monarchy.

Without dwelling on the doubtful logic of this argument, and only briefly pointing out that the question of allegiance to the monarchy was settled quite decisively, one would have thought, in the political struggles of the seventeenth century, it is necessary to state that local authorities are controlled by democratically elected councils—that is, the delegated power of the people whom the authorities serve.

From a democratic point of view, therefore, the allegiance of a local authority and its employees is not to the interesting but quite functionless remnants of feudal absolutism, but to the local population served by the authority.

Furthermore, if Mr. Desbrow, instead of hinting at the "private" object of Communist allegiance, would take the trouble to inquire, he would quickly learn that a British Communist's first duty is to owe allegiance to the true interests and traditions of the working people of this country, who are the electors of local councils, and the ultimate authority of all democratic government.

The case of the officer who was dismissed following a political demonstration is of deep concern to all who know of the bitter struggles which were fought to win civil liberty.

An attempt, such as Mr. Desbrow's, to justify the victimisation of certain public servants, is the first step along the road of crooked thinking which leads to the denial of civil rights to far larger sections of the people than the Communists, who are always first target for attack.

B.E.A. J. M. WILLIAMS
London Division.

Several other members have written in similar vein. We have allowed all points of view fair expression, within the limited

space available, and this correspondence must now cease.

Typists' complaint

In your January leader you mention that electricity, health, etc., services fear they are being overlooked because they have not been included in the publicity for higher salaries.

As a local government typist, I have

Letters for the March journal must reach the Editor, 1, York Gate, London, N.W.1, by February 12. Names and addresses, not necessarily for publication, must be submitted as a sign of good faith.

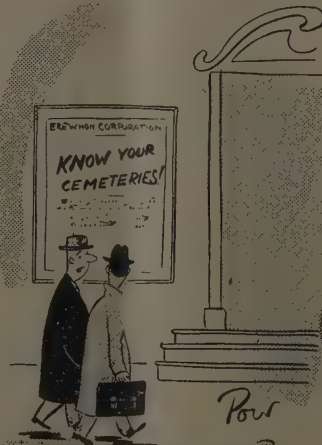
often wondered why it is that the electricity board's shorthand-typists receive a much higher salary than local government shorthand-typists in similar grades. We have been intending to ask for an explanation of this, but were awaiting the result of the claim.

Now you state that a "parallel increase" will be sought for other services if the claim is successful, and we feel entitled to ask why local government shorthand-typists have not been championed in the past to the extent of receiving at least equal pay with other services.

Council Offices,
Kingsclere,
Nr. Newbury, Berks.

C. BOWDEN

The staff side of the local government National Joint Council has already submitted a claim to the employers for special



"Aren't they rather overdoing this P.R. business?"

scales for shorthand-typists and machine operators, but no agreement has yet been reached.

"Permanent temporaries"

I have read with interest the recent articles on wage claims for the lower clerical grades, and the assertions that since the salaries no longer attract sufficiently intelligent recruits, a large number of these lower grades are being filled by inexperienced third-rate individuals, who must of necessity render third-rate service.

I suppose that, as one of the latter, I should be happy that my colleagues tolerate me. But here in Glasgow a large number of these posts are filled by "permanently temporary" clerks, many of whom have been so employed for several years, and have wives and families to support out of envelopes containing less than £5 per week!—and that at over thirty years of age!

If the A.P.T. I and general division clerk finds it difficult to survive, what is the position of the temporary employee?

"TEMP."

Hardships overdone?

Please can we be spared any more harrowing stories of hard-up local government officers? You certainly excelled yourself with the one about the typist who was too thin for the W.R.N.S.

This type of propaganda was utilised to the utmost (and successfully, too) by the teachers, but to serve up a second course to the public is only inviting it to say with Hamlet's mother, "The lady protests too much, methinks."

3 Hurdfield Road,
Dialstone Lane,
Stockport.

L. DAVIES

Laboratory [staffs'] lament

The campaign for a 20 per cent increase in salaries for all local government officers does occasionally mention something of the small part of NALGO—the National Health Service members.

Your January editorial stated that there was fear among members other than local government officers that they were being overlooked! There is no fear among medical laboratory technicians (who are a smaller body still—within the Health Service). We are getting used to being overlooked.

We read of clerical and administrative officers who have had to pass an examination to get their job—qualified medical laboratory technicians have three examinations to pass and then do not receive nine pounds per week!

F. W. C. WATTS, F.I.M.L.T.

4, Well St.,
Guiseley,
Near Leeds

Medical laboratory technicians are covered by Professional and Technical Staffs "B" Council. NALGO has asked the staff side to consider making an application for a 20 per cent increase in salaries of all staffs covered by the Council.



"Please, madam! not beggars but officers who left the local government service, because they couldn't afford to work."

Electricity gradings criticised

Dissatisfaction among the staff at this head office of an electricity board is rife because the final gradings utterly fail to provide adequate scope and incentive for clerks at the ceilings of their respective grades. This fact is the more deplorable when clerks over 32, at the ceiling of general clerical grade, are not only pegged financially, but, in spite of persistent efforts for betterment of status, seem to be thwarted from promotion. On a logical and irrefutable basis, one must progress within a reasonable increasing salary range to justify one's existence. This seemingly deliberate bar to progress is grossly unjust and reflects adversely upon those entrusted with the staff's interests.

Now, while the civil service has been granted a substantially increased pay award, and local government members of NALGO are strongly bidding for a 20 per cent cost of living increase, we have to mark time until our so-called observers decide to stake our claim. With the cost-of-living still soaring heavenwards, the majority of us want a cost-of-living claim for the electricity industry to be embarked upon immediately, otherwise, judging by the extended delays in publishing final gradings, the cost-of-living will quite likely have increased by 40 per cent before our observers stake our 20 per cent claim.

DISGUSTED COMMITTEE MEMBER

Is Disgusted Committee Member complaining that the gradings offered are inadequate having regard to duties and responsibilities; or either that there are no promotional opportunities or that the wrong people get the better jobs; or is he merely advocating that everyone should be put on an incremental scale which progresses annually irrespective of duties and responsibilities?

If it is the first, there are adequate pro-

visions for appeal, if necessary right through to the N.J.C. and, indeed, to arbitration; if the second, the staffs of all boards are growing, which implies that opportunities exist, and if Disgusted Committee Member can show that appointments are being wrongly made, he should produce the evidence to enable the cases to be taken up; if it is the third, he apparently seeks to undermine the whole principle of "grading the job" and wants to return to the bad old days where salaries bore no relation to work done.

The position of electricity members in relation to the cost-of-living claim is quite clear. As explained in previous issues, the claims have to be tabled having regard to the circumstances in each service, and the National Consultative Committees can be relied upon to ensure that the most opportune moment for their particular service is not missed.

Jacks of Nine Trades?

The sort of nonsense churned out by Messrs. Bell and Devenish, in the January "L.G.S.," does NALGO damage, especially when salary claims are in hand. They name nine separate jobs (not forgetting the "etc.") including those of housing officer, shops act inspector and building inspector, all of which, they say, are carried out by the sanitary inspector in "most districts."

Whatever may be the case in the more remote parts of rural Hampshire, the fact remains that in all large and important authorities the duties they list are carried out separately by highly specialised officers who are just as much worthy of consideration as are the sanitary inspectors.

Are they really advancing the well-being of any officer by suggesting that their colleagues are Jacks of Nine Trades? Are not the public entitled to deduce from their letter either that the nine professions must either be very much over-rated, or else that they are being carried out very badly?

JOHN ALEXANDER

Labourer or Clerk?

DUM SPIRO SPERO's comparison of a labourer's wages with those of a general division clerk up to the age of 32 serves no useful purpose and illustrates nothing except his own apathy. The fact that a labourer works in all weathers, in less congenial surroundings, at varying sites, with little prospect of advancement, no security of tenure, and no superannuation, appears to have been overlooked.

Among the points put forward by NALGO in its present wage claim is that local authorities cannot get sufficient trained technical officers. There are, therefore, ample opportunities for every general division clerk, long before reaching 32, to secure promotion to the clerical and higher clerical grades, providing he is prepared, by his own efforts, to gain suitable experience, or to the A.P.T. grades, by obtaining a professional or technical qualification. There is always a demand for building inspectors, sanitary

inspectors, solicitors, auditors, accountants, etc.—most of which require three to five years' study. In other words, any general division clerk can become a technical officer by 25 years of age.

W. SHACKCLOTH

Frustrated student

I read your article, "Local Government in Peril," in the December "L.G.S.," especially the attitude of new entrants to local government, with interest. May I cite my own case as an example of the difficulties that new entrants encounter in trying to train for professional examinations—the only way to promotion?

After matriculation, I entered the surveyor's department at age 16½ as an assistant and articled pupil, and began a correspondence course for the Intermediate Testamur examination. At 18, I was conscripted into H.M. Forces and served for two years. Four months after my release and reinstatement in the surveyor's department, I was offered a Ministry of Education grant to Manchester university to take a degree course in municipal engineering.

I entered a crowded university for one year, and, together with many others, failed my Inter. B.Sc.

I then applied to the council for reinstatement in the surveyor's department, but was unsuccessful, and I have therefore taken a temporary appointment in the civil service (building survey) and am continuing my correspondence course, together with an evening class in surveying—the only relevant subject available—until I can pass the Inter. Testamur examination and then seek a local authority post.

If local government is in peril, as the article suggests, why is there no better system of (a) training for these professional examinations which are so formidable to the new entrants, or (b) picking suitable candidates for promotion?

JAMES ELLWOOD

9, Wordsworth Terrace,
Cockermouth.

"Education twaddle"

Recently I have heard more twaddle talked about education than ever before. From the new examination scheme, it appears that any keen young man entering local government service, however efficient in his job, whatever his capabilities of holding down a higher post, will never get promotion unless he passes certain examinations laid down by regulation.

Heaven knows, we have our lives regulated for us enough, but this latest piece of nonsense goes too far. To some extent, I feel, it derives partly from unqualified senior officers anxious to gain honorary status and partly from bureaucrats anxious to create jobs for the boys in the correspondence institutes.

I have met qualified men about whom the qualification is all you can say to their good, and non-qualified men who have been widely respected for their grasp and knowledge of the job.

Woodford Green,
Essex.

R. G. MITCHELL
(not in the General Division)

Home Study for Local Government and other examinations

- U.C.C. prepares students by post for Local Government and Civil Service Examinations, London University Degrees (*open to all without residence or attendance at lectures*), Diplomas in Social Studies and Public Administration, General Certificate of Education (London, Oxford, Cambridge, Northern Univ., and others), Professional Preliminary Exams., etc.
- The College is an Educational Trust, not conducted primarily as a profit-making concern, and has a staff of highly qualified Tutors. Fees are moderate and may be paid by instalments. In event of failure tuition is continued free of charge.

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MY BOOKSHELF

by EDWARD KAY

AT A TIME when NALGO is refashioning its structure to accommodate itself to new conditions, it is particularly useful to observe the practices of other unions and see where their experience may help us to solve our own problems. BETTY ENGLAND'S *Trade Union Problems* (Labour Research Department, 5s.) is an informative, dispassionate book which NALGO members may read with profit.

A trade union's basic need, says Miss England, "is that of ensuring that members have the fullest possible control of their organization, and that this is combined with the greatest possible efficiency."

Among the principal expedients for securing democratic control listed by Miss England are a representative assembly and a vigorous system of branches each with money of its own; both democracy and efficiency will be served, she says, by machinery giving representation to the various grade interests within the union membership.

On the first two NALGO would pass with high marks. The annual conference is a vigorous institution, providing direct representation of the members and arousing keen interest in their ranks. The branches are lively autonomies, comparing favourably with those in most of the unions described in Miss England's book.

The need for providing a vehicle for the expression of sectional interests, again, has been provisionally met during the period of change since 1948 and will be permanently dealt with if Conference establishes the new Association machinery in June.

These notes are not written in any spirit of complacency, for some of the less satisfactory features of trade unionism to which Miss England refers are sometimes to be found in NALGO. Poor attendances at branch meetings, for instance; or inadequate contacts between executive members and their constituents; or the overloading of executives with detail to the point that major policy takes second place in their deliberations. No good friend of NALGO would deny that such things are to be found in our midst. And that provides another justification for Miss England's book, for she shows how these and other problems of large-scale organisation are tackled elsewhere.

National health

There are now three major works on the National Health Service Act. Ormrod and Walker's *The National Health Service* was noticed in December. S. R. SPELLER'S *National Health Service Act, 1946* (Lewis, 42s.), issued late in

1948, has now been followed by a supplement (27s. 6d.) embodying subsequent developments. The most comprehensive work, *National Health Service Acts, 1946 and 1949*, including subordinate legislation, ministerial circulars, and historical comment, is by J. R. SCOTT, D. J. B. COOPER, and S. SEUFFERT (Eyre & Spottiswoode, 55s.).

Law in brief

In a humbler category is J. P. GARNER'S *An A.B.C. of Public Health Law* (Sanitary Publishing Company, 15s.), limited in fact to sanitary law. In *Local Government Law in a Nutshell*, JOHN G. M. RIMMER has brought up to date Ralph Millner's handy little compendium (Sweet & Maxwell, 8s. 6d.). JOHN J. CLARKE gives too much potted history and too little current material in the eleventh edition of his *Outlines of Central Government* (Pitman, 12s. 6d.).

A brave attempt to convey to the general reader the foundations of the common law is made by RICHARD O'SULLIVAN in *The Inheritance of the Common Law* (Stevens, 8s.).

The Royal Institution of Chartered Surveyors "categorically approves the purpose" of the Town and Country Planning Act, but sets out in a shilling pamphlet its proposals for making it more effective.

Down Lambeth way

Once more Lambeth hits the news with an attractive piece of public relations. AILEEN DENISE NASH, who is in charge of the borough reference library, has written *Living in Lambeth, 1086-1914* (published by the borough council, 2s.). Miss Nash handles her history lightly and links events with places still familiar. The illustrations are admirably chosen but contain one unexplained mystery: a map dated 1746 is said to show "the site of the Waterloo Bridge Road."

Miscellaneous

C. KENT WRIGHT (our own "Hyperion") has made another anthology, this time for after-dinner speakers—*Unaccustomed as I am . . .* (Allen & Unwin, 7s. 6d.). Perhaps I read it under the influence of Christmas, but I thought it one of his best. D. R. C. WOFINDEN in *Problem Families in Bristol* (Cassell, 2s. 6d.) inelegantly defines these people as those "in whose case there is social defectiveness to such a degree that they require supervision and control for their own wellbeing and that of others." The social survey which the book records was more concerned to find out how many such families there were than to propound remedial measures.



At Random by 'HYPERION'

Thoughts for the month

Excessive anger against human stupidity is itself one of the most provoking of all forms of stupidity—*Radowitz*.

The greatest saint is not the man who does extraordinary things, but the man who does ordinary things extraordinarily well—*St. Francis de Sales*.

Charter amendment?

A person who dislocates his jaw while yawning at work is entitled to full compensation while recovering—*Underwriters' Council, Melbourne*.

Committee: a *cul de sac* to which people take their ideas in order to strangle them—*Anon.*

Heavenly music: the sound of dishes being washed by someone else—*Naomi Hutze*.

After the ball

All guests were in good spirits and vice versa.

Definitions

Constituency: a place to which politicians go to raise dust which they afterwards throw in their constituents' eyes—*John A. Lincoln*.

Service Snobbery

It is one of those offices where everyone is someone's secretary—and no one is just a typist.

Psound Psense

*So you'll to the Psychiatrist,
Your little psyche's queer?
You need, I think, to see a good
Psmackbottomist, my dear!*

Price of freedom

Twenty million young women rose to their feet with the cry "we will not be dictated to!" and became stenographers!—*Bernard Shaw*.

Economics

Let us dress economics up in esoteric

language, give it a jargon of its own, and break away from plain terms like labour and profit, and money and poverty. Let's talk of "categories" and "increments" and "marginal," and "service." Let's call our appetite for breakfast our consumer's marginal demand. That will fool them. And if I buy one cigar and won't buy two, call that my submarginal saturation point for nicotine.—*Stephen Leacock*.



Getting down to it

"As some members arrived a little late, I will now ask the committee clerk to summarise the preamble so that we can be on all fours together."

Warning to chief officers

Eminent posts make great men greater, and little men less—*La Bruyère*.



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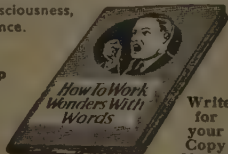
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"ABINGDON" WRITES HIS NALGO

DIARY

IT IS NOT often that a speaker finds the perfect point for his speech on the way to the meeting. But JIM PHOENIX, of the N.E.C., had this lucky experience recently. Arriving in Crewe to address a branch A.G.M. on the salaries claim, he hailed a taxi and asked the driver to take him to the council offices. "But they're closed at this time of night," said the driver. "Oh, no," replied Mr. Phoenix. "I'm going to a NALGO meeting there."

"Are you the speaker?" asked the driver. "I was thinking of looking in myself. You see, I'm an l.g.o. and a member—I drive this cab at nights and week-ends, when I'm not studying!"

Octogenarian junior

Equally significant of present conditions in the service was the report in several newspapers last month that Darlaston council, unable to get a junior, had appointed a retired rate-collector, aged 80, to the job. I have checked the story, and it is perfectly true.

HAVE YOU SENT YOUR SURVEY FORM?

Last November, Headquarters distributed 160,000 economic survey forms—one for every member in the local government service.

So far, only 75,000 have been returned—although the final date was December 4.

This is not nearly enough. A survey of this kind can be of value only if it is complete. Every member who has had a form and not yet returned it, should do so at once—in his own interests and those of his colleagues. And any local government member who has not had a form, or has lost the one given him, should write to Headquarters for another. *But please do not send any other correspondence for Headquarters in the same envelope.*

All personal information given will be treated in the strictest confidence. But the information is essential as a basis for the Association's future salaries and service conditions policy.

Forms sent in are now being analysed and interim results should be available soon. Final results—urgently needed—cannot be prepared until all forms are in. Therefore—

DO IT NOW!

Equal Pay

It is welcome news that the Chancellor of the Exchequer is considering afresh the claim for equal pay in the civil service, put to him last month by a strong deputation from the civil service unions. The deputation made a powerful case—not on the principle of equal pay, since that has already been conceded by the Government and all political parties—but for its immediate application, on a gradual basis. Should the Chancellor accept the arguments advanced, the way will be open to extend equal pay to other sections of the public service.

P.R. on the air

My colleague NORMAN ROGERS, NALGO's assistant P.R.O., pulled no punches in a recent broadcast discussion, when he said that the major cause of public indifference to local government was the failure of local authorities to take positive steps to arouse the intelligent interest of the elector in their work, and give him a personal share in it. He was discussing with W. L. ANDREWS, editor of the "Yorkshire Post," and A.L.D. H. E. RHODES, of Preston, the problem of making the public aware of the vital part local government plays in the lives of all of us.

To-morrow's local government

When he was chairman of the Local Government Boundary Commission, Sir Malcolm Trustram Eve displayed both a deep knowledge of the problems of local government and a refreshingly original and unprejudiced outlook on the reforms needed to enable it to face the future with confidence. He is lecturing on the subject at the Senate House, London University, at 5.30 p.m. on February 6, and is certain to say much of interest to students and all concerned with the service. Admission is free, without ticket.

A day in their lives

Every Monday evening until March 9 there will be a talk at the Royal Horticultural Hall, London, on "A day in my official life." The series has been arranged by the Institute of Public Administration, and local government is represented by a town clerk, C. KENT WRIGHT ("Hyperion," of L.G.S.), a librarian, W. B. STEVENSON, and a medical officer, DR. KENNETH COWAN. Programme and tickets may be had from the I.P.A. at 76a, New Coventry Street, W.1.

Pen pal wanted

A 25-year-old Dutch local government officer, of the town clerk's office at the Hague, has asked whether I can find a member—man or woman—of similar age and working in a town clerk's department here, who would correspond with him. I shall be glad to forward the address of any member interested.

Holiday plans

NALGO's 1951 programme of home and continental holidays will be available this month. It includes motor tours in the Wye Valley, Scotland, and Eire, and holidays in Guernsey, Jersey, Switzerland, Italy, Austria, Belgium, Germany, Spain, Holland, and Denmark. Copies of the programme may be had from the Special Activities department, 1, York Gate, Regent's Park, London, N.W.1.

Greetings to campers

S.D. WATSON and J.R. BEAUMONT, managers of NALGO's Cayton and Croyde Bay holiday centres, and Capt. and Mrs. HOUGHTON, of Knole Lodge, have asked me to convey their warmest thanks to the many members who sent them Christmas greetings in such volume that it has been impossible to acknowledge them personally.

"L.G.S." binding cases

The binding cases for "L.G.S.," illustrated in the December journal, have proved so popular that the whole of the first delivery has now gone, and we have had to order more. These attractive covers, holding 24 copies, are good value for 10s. Since supplies are limited—and costs rising—any other member wanting one should order quickly.

For the Benevolent fund

Once again, Christmas draws have proved popular money-raising devices for NALGO's Benevolent and Orphan Fund. My picture shows R. E. MIDDLEMISS, B. & O. Fund secretary of the London Electricity (Northern) branch, presenting a cheque for 26 guineas, profit of the branch's draw, to H. B. WILLIAMS, Metropolitan district officer.

Ealing branch went one better by arranging, after a draw which produced £20 for the fund, a sale of work and exhibition of staff hobbies, which brought in a further £62 12s. Bournemouth branch also held an exhibition of members' spare time arts and crafts.



New N.E.C. member

I warmly welcome to the N.E.C. for the second time, A. ANDERTON, senior accountancy assistant at Walsall, who has been elected by the West Midland district in place of P. ASHEN, who resigned last October. Mr. ANDERTON was first elected to the N.E.C. in 1947, and served until 1950.



Mr. Anderton

Car insurance warning

I hear from LOGOMIA that two members found themselves involved in proceedings recently because during a routine police check it was found that they had forgotten to renew their motor insurance cover. This may prove serious, since a prosecution invariably means twelve months' suspension of a driving licence, and absence of cover against third party claims can mean financial ruin. NALGO renewal notices are sent out well before the expiry date of current insurances, but every motoring member should also record the renewal date in a personal diary.

Retirements

My good wishes to :

MISS ANNIE ROUSE, who has retired after 36 years' nursing service, many as matron of the General Hospital, South Shields. A member of the North Eastern district committee, of the branch executive since 1930, and one time branch president, Miss Rouse will continue to serve on the district hospital management committee.

J. SEYMOUR HOWE, who has retired after 22 years as secretary of Tynemouth branch, well deserving the easy-chair his fellow-members gave him.

Obituary

I regret to record the deaths of the following members :

T. E. BROCK, president of Croydon branch, and a former member of the Metropolitan District Committee ;

W. HART, for many years branch secretary at Liverpool and latterly chairman of Liverpool health services No. 3 branch, member of the North Western and North Wales district committee, and of the Provincial Whitley Council ;

J. T. HECKELS, secretary of Lanchester branch ;

G. A. MCCULLOCH, former treasurer of Bootle branch ; and

DARREL MUSKER, town clerk of Camberwell, and branch president for the past twelve years.

House Exchange

CARLISLE: Modern 3 bedroom semi-detached house for similar within 5 miles of Kingston-on-Thames. P. S. Harris, 48, Croft Road, Stanwix, Carlisle.

Protection for officers exposed to T.B.

In 1945, NALGO made representations to the Industrial Injuries Advisory Council, contending that officers in contact with tuberculosis infection should, if they contracted the disease, be assumed for the purpose of the National Insurance (Industrial Injuries) Act, 1946, to have contracted the disease in the course of their employment.

The Advisory Council has recently issued its report, and has recommended that nurses and other workers whose employment brings them in contact with tubercular infection, should be insured under the Act against disease due to the infection.

The Government has accepted the recommendation of the Advisory Council, and will make regulations which will apply to those having close and frequent contact with tubercular infection in their employment, such as nurses, laboratory workers, pathologists, post-mortem workers, or research workers engaged in research into tuberculous disease.

The Advisory Council also recommend that tuberculosis should be presumed to be due to the nature of the employment unless the contrary is proved, and that the period of presumption should begin six weeks after entry into the employment and end two years after the date of leaving.



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Scottish notes

by JOHN L. ROBSON

FOLLOWING the press conference in December, which achieved wide press publicity for the Scottish salaries claim, area meetings were arranged in Aberdeen for January 10, Glasgow on January 24, and Edinburgh on January 30.

Members turned up in strength—some 300 in all—for the Aberdeen meeting, which was organised by the county and city branches in co-operation with the health service branch, to hear D. GALBRAITH, N.E.C., vice-chairman of the district committee, and T. SPENCE, the honorary secretary.

Loss of officers

The efficient administration of local government services, warned Mr. Galbraith, was being endangered because officers were being attracted by the better opportunities offered in other fields of employment. "During the last 18 months," he revealed, "more than 100 officers have left the local government service in Aberdeen, more than half for appointments outside the field of public administration. Throughout Scotland during that same period, nearly 600 officers have left local government, more than 300 to go into private industry."

After quoting some of the difficulties being experienced in recruiting staffs, Mr. Galbraith said, "The only solution to the present problem is to increase salaries in the local government service in such a way that they will bear more favourable comparison with those prevailing in other fields of employment, and will once again attract the right type of entrant and the qualified professional staffs on whom the administration of our public services mainly depend."

Later, the meeting unanimously passed the following resolution: "That this joint meeting of NALGO members, convinced that an efficient local government service is essential to national prosperity, pledges its support to the action being taken by the National Executive Council and the Scottish District Committee to maintain and enhance that efficiency by restoring salary levels throughout the service to levels in keeping with the higher cost of living and salaries in comparable fields of employment."

Since the Glasgow and Edinburgh meetings were held after this issue of the journal had gone to press, no report can be included this month.

District committee

At the annual general meeting of the district committee in Glasgow on Decem-

ber 9, the district organisation officer presented an oral report of the Scottish salaries campaign, which was fully discussed and approved.

The following office-bearers were elected for 1951: chairman—S. BRODIE; vice-chairman—D. GALBRAITH; honorary secretary—T. SPENCE; honorary treasurer—J. ALLAN. Mr. Allan was also elected convener of the education committee.

Congratulations

To J. C. RENNIE, honorary solicitor for Scotland, who has been appointed a member of the advisory committee of the Corporation of Certified Secretaries, and a member of the Corporation's Board of Examiners for local government and public administration. His appointment will do much to promote the interests of Scottish candidates.

L.C.C. pay claim for arbitration

THE London County Council staff association has rejected the county council's counter-offer to its claim for a cost-of-living increase and will now take the matter to arbitration.

The staff association's claim was for a 15 per cent increase on the first £400 of salary, and 10 per cent on the remainder. At a meeting of the joint negotiating committee in December, the employers offered 7½ per cent on the first £200 of salary, and 5 per cent on the remainder.

A resolution deploring this offer and pledging support to the staff side in efforts to achieve a satisfactory settlement was carried at a mass demonstration meeting on January 9, when 2,000 members of the staff association packed the Kingsway Hall, and an overflow meeting in the corridors. Only one member, who thought the meeting was premature, opposed the motion. J. B. MCCANN, last year's president of the L.C.C. branch of NALGO, represented the Association and supported the claim, thereby indicating that the whole of the staff was behind it.

On January 15, the joint committee met again, and the county council revised its offer to 7½ per cent on the first £400, and 5 per cent on the remainder. Although an improvement on the first offer, it was, in effect, no more than £5 better at any point, and the staff side, strengthened by the mandate it had received from the mass meeting, rejected it.



NALGO ADDRESSES

For the convenience of members, we publish below an up-to-date list of NALGO addresses, incorporating recent changes in district staff.

Headquarters: 1, York Gate, Regent's Park, London, N.W.1. Tel: WELbeck 4481.

District Organisation Officers—(The names in brackets are those of district officers.)

Eastern—J. R. E. Sabine (J. Tippet), 143, New London Road, Chelmsford, Essex. Tel.: Chelmsford 4347.

East Midland—W. J. Upton (B. H. Bailey), Milton House, 6 and 8, Milton Street, Nottingham. Tel.: Nottingham 41996.

Metropolitan—A. H. Geary (Miss A. Prime, H. B. Williams, and D. Woodman), 1, York Gate, Regent's Park, London, N.W.1. Tel.: WELbeck 4481.

North Eastern—J. Turner, (J. D. Williamson) Milburn House (A), Dean Street, Newcastle-upon-Tyne. Tel.: Newcastle 24900.

North Western and North Wales—F. Signey B.Sc., (D. G. Hinson, R. I. Hooper, and J. M. Malone), 2, Mount Street, Manchester 2. Tel.: Blackfriars (Mcr.) 7668.

Scottish—J. L. Robson (F. A. Howarth and C. Drury), 67, West Nile Street, Glasgow, C.1. Tel.: Douglas 0006-7.

South Eastern—Alan Procktor (D. Kennedy), Aqua House, 24-25, Old Steine, Brighton 1. Tel.: Brighton 27983.

Southern—L. G. Jones (R. A. Carpenter), 140, Tilehurst Road, Reading. Tel.: Reading 2345.

South Wales and Monmouthshire—I. G. Ellis, M.B.E. (T. B. Ponton), 11, Park Place, Cardiff. Tel.: Cardiff 1646.

South Western—G. Newman (W. J. Allen), 16, The Crescent, Taunton, Somerset. Tel.: Taunton 2779.

West Midland—J. Melvin (L. O. Gooden), 43, New Street, Birmingham 2. Tel.: Midland 6943.

Yorkshire—G. Hood (H. O. Hallsworth), 12, East Parade, Leeds. Tel.: Leeds 24861.

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Campaign in Korea

NALGO's public relations for the salaries claim has reached Korea! This sketch, based on an actual conversation, has been sent to us by LT. J. D. WILLIAMSON, north-eastern district officer, who is now serving with the army in Korea. "Les" in the sketch is LESLIE CORNICK, Southport's former branch public relations officer, who is in the same unit.

"Korea," writes Lt. Williamson, "is grim. Public health as we know it is non-existent, and the smell is awful. The standard of living is extremely low, and, apart from railways, bridges, and schools, the Japanese seem to have done virtually nothing for the rural population." It was these circumstances which provided the cue for the conversation recorded:

CHARACTERS: Army officers (servist and regular). Subalterns all. Tony (a farmer), Terry (an accountant), Jock (NALGO district officer), Tiny, (a 6 ft. 4 in. publican), Frank (insurance agent), Les (branch ex-PRO), Bert (a banker), two regular officers, and a Korean house-boy.

SCENE: A Korean school-room early one Sunday morning. It is cold. All the players are abed.

Tony (with a yawn): "Just think, 200 years ago England must have smelled as bad as Korea does today."

Jock (who surprisingly was awake): "Do you know why we've improved? Local government and its officers got to work."

Tony (shouting): "Balderdash! Local government officers never do any work."

Regular officer: "What do they do, anyway?"

Les (showing remarkable patience): "General administration of such services

as education, highways, transport, police, fire, libraries, parks and swimming baths, as well as organisation of the towns."

Regular officer: "Surely that's done by the corporation?"

(A howl of anguish from Jock.)

Terry: "There are too many employees in the town halls of England. It seems that one half of them make the tea and the other half drink it. We ratepayers are paying for all of that."

Les (now also shouting): "Do you dunderheads realise that for all the local government services each person in England pays an average of only 3/6d. per week—less than the cost of twenty cigarettes?" (This last statement was perhaps not strictly correct.)*

Terry (less confidently): "Too much." Jock (sarcastically): "Oh! You'd rather live like they do here, would you? Just for the sake of twenty extra cigarettes."

Second regular officer: "What did Monty do in the 8th Army, eh? He sent 60 per cent of his staff back to their regiments. There should be a similar weeding out in the town halls."

Tony: "Put 'em on the land, I'd give them some weeding. They'd be half dead within a week."

Tiny: "How many days a year do local government officers work? I do 365 days every year."

Jock: "Well, they work a 38-hour week and, in all fairness, we mustn't separate service conditions from salaries when comparing with other jobs."

(This remark was made at an inopportune moment, for several simultaneous roars were heard and the Korean house-boy fled from the room in terror.)

Publican: "We work 365 days a year."

Farmer: "I do 50 hours a week."

Accountant: "I usually work at least 50 hours."

Insurance agent: "My work takes me more than 38 hours."

(Only the banker said nothing.)

Terry: "We aren't running you down; we're just trying to point out how fortunate

you are, really. If you can prove you're worthy men, then you're entitled to a decent salary."

Frank: "Are local government officers interested in serving the public, or are they concerned merely with earning a living?"

Jock: "Yes, to both questions, because the aim of every good citizen must be to do his utmost for his own town, and you mustn't forget that the man who works in the town hall is a ratepaying citizen just as you are. He also has a similar obligation to his family."

Les: "That is, of course, assuming that a local government officer can afford to marry and have a family. At 21 he earns, and I mean earns, £4 4s. 4d. a week."

Tony: "What! He gets less than a farm labourer? I thought that our men were the worst paid of all."

(Finally, everyone, allowed that, at any rate, the young local government officer deserved more pay. And, honours even, all went to breakfast.)

L.G.O.'s logic

If my wife didn't work we couldn't save. If we don't save we shall never be able to buy a house.

If we don't buy a house, we shall have to stay where we are.

If we stay where we are, we shall have to pay the same rent and rates and probably more.

If we have to pay the same rent and rates my wife will have to work.

But—

If my wife has to go to work indefinitely, we shan't be able to have any children.

If we don't have any children, my wife will be a frustrated woman.

If my wife becomes a frustrated woman, I shall become an unhappy man.

If I become an unhappy man, I shall not do my work as efficiently as I do it now.

If I become inefficient at my work, I shall be regraded General Division—or fired.

If I am fired, my wife will have to go to work to keep me.

If my wife goes to work to keep me, I shall lose my self-respect.

If I lose my self-respect I shall probably shoot myself, and my wife will have to be supported by NALGO Benevolent Fund.



*It was not, the average cost per head is 2s. 6d. a week.—Ed.

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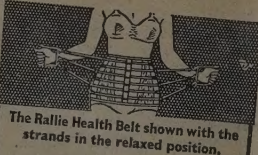
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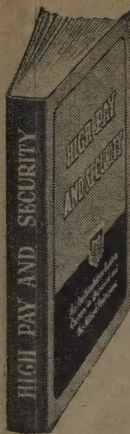
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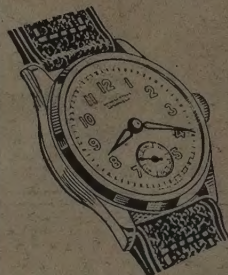


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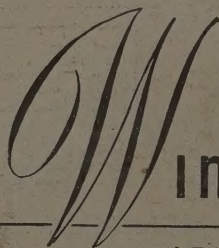


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